Ref: MOL/2025-26/55
January 07, 2026

To **National Stock Exchange of India Limited** "Exchange Plaza", Bandra-Kurla Complex, Bandra (East) Mumbai 400 051 **SYMBOL:- MOL**	**BSE Limited** Floor- 25, P J Tower, Dalal Street, Mumbai 400 001 **Scrip Code:- 543331**

Dear Sir,

Sub: - Sustainability Report of the Company

We are pleased to present herewith Sustainability Report of the Company for FY 2024-25, themed "Chemistry of Success for Sustainable Growth", showcasing the Company's ongoing commitment to creating long lasting value for all our stakeholders by aligning growth with responsibility and business performance with environmental and social positive impact. This report highlights the positive impact created by the environmental and social endeavours undertaken by the Company as well as the balanced governance approach adopted by the Company. This report offers transparent insights into our non-financial performance, governance framework, materiality assessment, and stakeholder engagement. It serves as a valuable resource for internal and external stakeholders, by highlighting our sustainability journey and progress.

You are requested to kindly take the same on your record.

Yours faithfully,
For, Meghmani Organics Limited

JAYESH
RAVJIBHAI
PATEL

Digitally signed by JAYESH RAVJIBHAI PATEL
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Date: 2026.01.07 13:17:21 +05'30'

Jayesh Patel
Company Secretary
ICSI Mem. No: A14898

Sustainability Report
2024-25

CHEMISTRY OF SUCCESS AT WORK

Chemistry of Success for
Sustainable Growth

Table of Contents

About the Report	**2**
Chemistry of Success for Sustainable Growth	**3**
Message from the Leadership	**4**
Broader ESG Goals and Achievements at MOL	**6**
Getting to Know Meghmani Organics Limited	**10**
Bonding with Stakeholders	**18**
Materiality Assessment	**22**
Chemistry of Corporate Governance	**32**
Governance Framework: Board of Directors and Committees	**33**
Chemistry for Environmental Stewardship	**40**
Climate Risk & Resilience	**43**
Energy Consumption and Emissions Management	**44**
Water Consumption and Conservation	**48**
Waste Generation and Circular Economy	**49**
Biodiversity and Land Use Management	**52**
Noise and Odour Control	**53**
Product Sustainability	**54**
Chemistry of Social Sustainability	**56**
Nurturing a Diverse Workforce	**56**
Employee and Labour Well-being and Benefits	**57**
Working Conditions, Employee Well-being and Work-Life Balance	**59**
Employee Training & Development	**61**
Occupational Health and Safety Excellence	**66**
Customer Health, Safety & Environment	**70**
Chemistry of Trust, Transparency, Ethics and Integrity	**72**
Data Protection and Information Security	**73**
Chemistry for Responsible Supply Chain	**74**
Chemistry of Creating Impact for Community	**78**
GRI Index	**81**
KPIs	**88**

About the Report

Meghmani Organics Limited (hereinafter referred to as "MOL," "we," or "the Company") is pleased to present its inaugural Sustainability Report. The publication of this report signifies our continued commitment to responsible corporate conduct and reflects the integration of sustainable principles within our business model, governance architecture, and stakeholder welfare initiatives.

This Sustainability Report underscores our commitment to responsible corporate citizenship and highlights the sustainable business approach integrated in MOL's business model, governance framework, and stakeholders well-being initiatives. This report highlights the positive impact created by the environmental and social endeavours undertaken by MOL as well as the balanced governance approach adopted by MOL. This report offers transparent insights into our non-financial performance, governance framework, materiality assessment, and stakeholder engagement. It serves as a valuable resource for internal and external stakeholders, by highlighting our sustainability journey and progress.

Through this report, we emphasise the tangible strides made in embedding sustainable practices across our operations. At the same time, we reaffirm our commitment to continuously expanding the boundaries of our knowledge and efforts, creating enduring value that benefits all our stakeholder communities.

Reporting Period, Scope, and Boundary

The reporting period for this report is FY 2024-25 i.e. from 1 April 2024 to 31 March 2025, and the data is presented on a standalone basis. Prepared in accordance with Global Reporting Initiatives (GRI) standards, this report extends to all the manufacturing facilities of the company.

External Assurance

The information in this report has been reviewed at multiple stages to ensure completeness and accuracy. It was prepared in accordance with our internal sustainability reporting procedures.

Vinay and Keshava LLP have verified this report under limited assurance.

Channel for Feedback

The feedback of the Company's stakeholders is welcomed to continually improve our sustainability reporting disclosures is valued and welcome. For any questions or recommendations, please feel free to reach out at: hamid.sayyad@meghmani.com, Jayesh.patel@meghmani.com

Chemistry of Success for Sustainable Growth

At Meghmani Organics Limited (MOL), we believe that chemistry is the foundation of our business—it is the enabler of sustainable transformation. The theme of our report, "Chemistry of Success for Sustainable Growth," reflects our commitment to creating long-term value through responsible chemistry. With a legacy of innovation rooted in organic and process chemistry, we continuously harness the potential of molecules to address the complex challenges of a changing world.

In a world grappling with erratic weather and climate challenges threatening food security, Meghmani Organics Limited (MOL, the company, or we) pledges to enhance sustainability efforts. We aim to craft environmentally responsible solutions and tackle these challenges with sustainable strategies. We are committed to using our chemical capabilities to deliver more with less—less waste, less energy, and less adverse impact. Through precision-driven manufacturing, circular practices, and continued investments in advanced chemistry and clean energy, we are advancing on a path where success and sustainability converge.

At MOL, safety and sustainability are integrated in our operations. Our theme, "Chemistry of Success for Sustainable Growth," reflects our commitment to shaping a sustainable future, one determined action at a time, gradually pushing boundaries leveraging scientific expertise and aiming for new horizons, grappling with uncertainties, and coming out stronger and victorious from the challenges.

From setting up a Nano Urea plant that delivers an eco-friendly crop stimulant to earning the RC Logo ISO 50001, EcoVadis "Committed Badge" for sustainability, we continuously strive to deliver solutions that are ecologically sound and socially impactful for our business, communities, and environment.

For us, sustainability is an ongoing journey, not a distant goal. Excellence lies in deliberate, responsible actions that create lasting positive impacts. As a leading crop protection, pigments, and crop nutrients manufacturer, we integrate sustainability into every aspect of our strategy. With harnessing the power of Chemistry responsibly, we are contributing to building a safer, greener, and sustainable future for all.

Message from the Leadership

Dear Stakeholders,

I feel extremely delighted to initiate the sustainability report journey of Meghmani Organics Limited. As I present MOL's first Sustainability Report for FY 2024-25, I wish to take a moment to reflect on the Company's commencement. MOL traces its roots to 1986, when it was a budding vision of five aspiring entrepreneurs, willing to make an impact on the evolving landscape of the chemicals industry and be a patron to India's nascent success story. As the FY 2024-25 approaches its end, MOL has created a proud legacy of nearly four decades of firmly entrenched industrial presence as a diversified chemicals company with a leading, globally renowned presence in crop protection and pigments. The extraordinary journey has been powered by a clear vision, strong values, and disciplined execution at every stage. Currently, the Company enjoys a market presence in more than 75+ countries and is among the top three global phthalocyanine pigment players.

The current fiscal year has seen some turbulent global macroeconomic weather. The price fluctuations and supply uncertainties of energy due to geopolitical conflicts, persistent inflationary pressures, and a high-interest rate environment have dampened sentiments and slowed growth across major global economies.

MOL has created a proud legacy of nearly four decades of firmly entrenched industrial presence as a diversified chemicals company with a leading, globally renowned presence in crop protections and pigments.

The road to realising this vision is challenging, mainly due to erratic weather patterns. A good monsoon in the previous fiscal replenished water reservoirs and eased food inflation, but hotter summers and off-season rainfall still threaten crop safety and food security in a growing economy like India. Such conditions highlight the need for responsible management and nurturing of environmental resources.

Global growth has slowed because of energy supply uncertainties from geopolitical conflicts, persistent inflation, and high interest rates. India, backed by its domestic strengths, continues to advance, while businesses worldwide are expected to nurture communities, build social capital, and ensure stakeholder well-being. Growing sustainability awareness makes it essential for businesses to align core strategies and outcomes with stakeholder interests, support local ecology, enable community development, and maintain transparent governance for just and equitable conduct.

MOL has built a legacy of nearly four decades as a diversified chemicals company with a strong industrial presence and a leading global position in crop protection and pigments. The company strives to balance sustainability requirements with profitability and unlock strategic growth opportunities. It is tapping prospects such as the expanding Titanium Dioxide (TiO_2) market in India, setting up a new facility, and introducing innovative products like Nano Urea with a lower carbon footprint and better yield potential to drive sustainable growth.

The company strives to balance sustainability requirements with profitability and unlock strategic growth opportunities.

The Crop Protection segment has received Responsible Care accreditation for three years. The share of renewable energy in total energy consumption has risen to 39.03% in the current fiscal from 32.4% in FY 2023-24, with a long-term goal of exceeding 50% by FY 2029-30. As the world moves toward greater trade protectionism and fragmentation amid climate concerns, MOL remains committed to innovation-led growth, social responsibility, ecological stewardship, and rewarding stakeholders for their continued confidence.

The Company also maintains a strong focus on information security, including security risk assessment and business resilience in security management, and intends to further strengthen these aspects in 2025-26.

Best regards,

Mr. Ankit Patel
Chairman and Managing Director

Broader ESG Goals and Achievements at MOL

Strategic Overview

In its pursuit of sustainable growth and long-term stakeholder value creation, Meghmani Organics Limited (MOL) has developed a comprehensive roadmap for responsible growth under the Environment, Social, Governance, and Ethics (ESG) framework. This roadmap defines measurable sustainability goals and operational milestones that align MOL's business success with its environmental responsibility, human development, ethical integrity, and supply-chain resilience.

Our ESG goals are designed to ensure that economic prosperity is balanced with environmental stewardship and social accountability—reflecting the company's commitment to Responsible Care and Sustainability Frameworks (Global reporting initiative standards).

Strategic ESG Goals and Targets

Focus Area	Strategic Goal	Target Timeline	Key Actions/Approach
Renewable Energy & Climate Action	Source 50% of total electricity from renewable sources.	By FY 2029-30	• Progressive addition of wind and solar PPAs. • Renewable Energy Certificates (RECs). • On-site energy efficiency upgrades and monitoring dashboards.
Resource Efficiency	Reduce specific energy consumption and freshwater use by 5%.	By March 2027	• Deploy smart metering at high-consumption points. • Optimise utility performance. • Energy audits under ISO 50001 and 100% compliance of audit actions.
Sustainable Procurement & Supply Chain Governance	100% Critical and strategic suppliers assessed through ESG-SAQ or on-site audits.	By FY 2028-29	• Implement Supplier Code of Conduct & ESG SAQs. • Conduct supplier sustainability audits. • Publish internal Sustainable Procurement Report (Q4 FY 2024-25). • Align with ISO 20400.
Occupational Health & Safety (OHS)	Achieve Zero Reportable Accidents by 2025-26 and Zero TRIR by 2030.	By March 2026	• Reinforce site-level safety leadership. • Continuous skill-based training and permit-to-work audits. • Strengthen process safety management and incident review systems.
Ethics, Governance & Compliance	Enhance EcoVadis performance score from 50 to 75.	By FY 2025-26	• Strengthen systems across all four pillars (Environment, Labour & Human Rights, Ethics, Sustainable Procurement). • Increase policy transparency and strengthen monitoring of governance pillars, procurement pillars.
Management System Certifications	Attain ISO 20400, ISO 27001, and ISO 37001 certifications	By FY 2025-26	• Integration of sustainable procurement (ISO 20400). • Information security (ISO 27001). • Implement sustainable procurement management (ISO 20400). • Strengthen information security management (ISO 27001). • Anti-bribery management (ISO 37001). • Training and system verification audits.
Decarbonisation Leadership	Develop and publish Product Carbon Footprint (PCF) Report for key product lines	Annually from FY 2024-25	• Align with GHG Protocol. • Map Scope 1, 2 & 3 emissions. • Define material efficiency and emission reduction levers.

Achievements During FY 2024-25

MOL made significant progress across environmental, social, and governance fronts during the fiscal year. These achievements demonstrate measurable impact and reinforce the effectiveness of our ESG strategy.

Environmental & Energy Achievements

- 39.03% renewable electricity consumption achieved through enhanced sourcing from wind and solar PPAs.
- Specific bromine consumption reduced from 0.225 kg/kg of production in FY 2022-23 to 0.196 kg/kg of production in FY 2023-24 and 0.185 kg/kg of production in FY 2024-25, demonstrating process optimisation and enhanced recovery systems.
- Bromine recovery rate improved from 45% to 63%, enabling circular use of recovered material and lowering environmental load.
- Specific solvent (hexane) consumption reduced from 0.456 kg/kg of CMAC production to 0.357 kg/kg of production, saving 234 MT of hexane in FY 2023-24 and 232 MT in FY 2024-25.
- Conducted a Product Carbon Footprint (PCF) as per ISO 14067 in FY 2024-25, quantifying product-level GHG impact for blue pigment.
- In FY 2024-25, 60 MT CO_2 emissions per year avoided by replacing HDPE drums by fibre drums in finished goods packaging.
- Total energy saving in FY 2023-24 was: 26,60,662 kWh and in FY 2024-25 energy saving was 25,27,609 kWh, this savings achieved through plant-level optimisation, process automation, and utility system retrofits.
- Zero violations and no government closure notices to stop operations across all manufacturing sites, reflecting strong compliance culture on account of EHS.

Social and Safety Achievements

- Zero fatalities accidents across all operating sites in the last four years.
- Continued progress toward 15% TRIR reduction goal through proactive risk assessments, incident learning, and leadership safety tours. TRIR reduced from 1.5 of 23-24 to 0.7 in 24-25.
- Enhanced training coverage—100% of employees and contractors trained under the annual EHS calendar.
- Implementation of 24x7 Emergency Response Mechanism and periodic off-site mock drills with district authorities.

Ethics, Human Rights, and Governance Achievements

- Zero incidents of:
  - Bribery and corruption incident reported
  - Information security breach
  - Anti-competitive practice
  - Conflict of interest involving Directors or KMP
  - Workplace discrimination, harassment, POSH, child or forced labour, or wage-related grievance
- Strengthened Whistle-blower and Ethics Reporting Systems with 100% anonymity assurance.
- Initiated preparatory actions for ISO 37001 (Anti-Bribery Management System) certification targeted for FY 2025-26.
- Conducted company-wide ethics awareness training and ABAC declaration campaigns with 100% key manageria/HOD participation.
- Enhanced Board-level ESG oversight through ESG and Responsible Care Apex Committees.
- Maintained zero regulatory non-compliances and clean audit outcomes from statutory authorities.
- Launched the Enterprise Risk Management (ERM) Policy framework linking ESG risks with corporate governance and sustainability monitoring.

Looking Forward - FY 2025-26 Roadmap

MOL's next stage of sustainability transformation will focus on accelerating progress across key areas:

- Energy Transition: Expand renewable capacity to 45% by FY 2025-26 through hybrid solar-wind sourcing.
- Water Efficiency: Achieve further 5% reduction in freshwater intensity through condensate recovery and recycling
- Supplier Sustainability: Extend SAQ coverage to 80% of vendors by FY 2025-26.
- Circular Economy: Enhance solvent and material recovery by 10% year-on-year.
- Ethics & Integrity: Attain ISO 37001 and enhanced compliance dashboards.
- Information Security: Certify key sites under ISO 27001, reinforcing trust in data integrity and operational resilience.
- EcoVadis: Progress toward EcoVadis Silver Rating.

Getting to Know Meghmani Organics Limited

Since our inception as a pigment manufacturer in Gujarat in 1986, Meghmani Organics Limited has traversed a long path over nearly four decades to arrive at our present destination of being a leading crop protection manufacturer of high-quality portfolio across the crop protection and crop nutrition value chain. We are also proud to claim the position of one of the three top global players (capacity-wise) in manufacturing copper phthalocyanine-based blue pigments.

Our presence spans over 30 countries, serving diverse customers including multinational corporations in B2B and B2C segments. We offer technical-grade bulk and small-pack formulations in crop protection. In pigments, we supply to ink, plastic, paint, and polymer industries. Our ISO-certified plants in Gujarat produce pesticide intermediates, technical products, crop protection formulations, and green and blue pigments. Innovating continuously, we have expanded into Nano Urea liquid fertilizer and Titanium Dioxide (TiO_2) white pigments in crop nutrition and pigments segments.

Our agile business approach of value-added innovations and thrust upon deploying innovative research and development as well as technology in business processes and solutions have enabled us to create a prolific synergy of profound domestic production base, robust international market presence, and bespoke, sustainable product portfolio.

Our relentless drive to balance growth between profitability and sustainability through innovative, eco-friendly products and socially responsible operations enables us to minimise our environmental footprint, creating long-term value for all our stakeholders.

Purpose of business is to use chemistry responsibly to create lasting value for agriculture, industry, and society. Chemistry of Success for Sustainable Growth expresses our belief that business success must also support environmental stewardship and community well-being.

Our products directly influence food systems, industrial performance, and quality of life. This places on us a responsibility to operate with care, scientific precision, and long-term thinking. Sustainability is not separate from our business. It is integrated into product development, resource efficiency, safety management, supply chain practices, and stakeholder relationships.

We work toward four aligned priorities:

Sustainable Chemistry

Innovation and process improvement that reduce environmental impact and support efficient resource use.

Agricultural and Industrial Value

Reliable solutions that strengthen farmer productivity and industrial resilience.

People and Community Development

Commitment to workforce growth, safe workplaces, ethical conduct, and community progress.

Responsible Governance

Transparency, compliance discipline, and accountability at all leadership levels.

Through these priorities, we ensure that performance is paired with responsibility. Chemistry becomes a source of positive impact when guided with integrity, safety, and purpose. This is the foundation of how we grow and the future we aim to build.

Essence of Our Enterprise

Vision

To constantly endeavour to create sustainable position as one of the leading but diversified chemical companies with strong manufacturing base in "Organic Chemistry" aiming global presence with worldwide product acceptability.

Mission

We aspire to lead and transform by fostering:

Empowered work environment

Fostering a workplace culture that is inclusive, respectful, and enables every employee to realise their full potential.

Speed of decision making

Promoting agile and accountable decision making, accountability, and responsiveness in decision-making across all functions.

Ethical way of functioning

Operating with unwavering ethics, transparency, and integrity in every action and transaction.

Business integrity

Ensuring fair, honest, and principled conduct across our value chain.

Honouring commitments

Commitment to Delivery, honouring our commitments to customers, partners, employees, and communities.

Focusing on results

Results Orientation-Driving performance excellence and value creation through measurable outcomes.

Innovation & efficiency

Relentless focus on innovation, continuous improvement, and resource optimisation as core to our competitiveness.

Values

INTEGRITY

Company upholds the high standards of honesty and integrity in all our business dealings and interactions.

CREDIBILITY

Company is committed to building and maintaining a trusted and reputable brand for our stakeholders through consistent performance and ethical behaviour.

BEING HUMAN

Company embraces empathy, respect, and compassion in our engagement with employees, communities, and society at large.

LAW ABIDING

Company respects and comply with all applicable legal, regulatory, and industry requirements at local, national, and international levels.

SAFETY

We prioritises the safety and well-being of our people, contractors, and communities by proactively identifying risks and implementing robust safety systems.

ENVIRONMENT

Company takes proactive actions to prevent pollution, conserve natural resources, and promote environmental sustainability across our operations and supply chain.

Pioneering Solutions

At Meghmani Organics Limited (MOL), we are driven by a relentless pursuit of growth and innovation. We continuously evolve our capabilities to navigate the dynamic business landscape and address challenges posed by unpredictable market shifts and climate change. In our commitment to sustainability and profitability, we strategically invest in critical assets that expand our product portfolio and align with emerging market needs. By anticipating future demands, we stay ahead of the curve while ensuring our operations remain ecologically responsible and environmentally conscious.

Product Portfolio

Crop protection accounts for **72.39%** turnover

Pigment accounts for **27.61%** of the turnover

Production Facilities

CROP PROTECTION

Total Installed Capacity - **54,960 MTPA**

Three Facilities located in Ankleshwar, Dahej, Panoli

Multi purpose product (MPP) plant commissioned for new age high value products in Dahej - installed capacity - **5,000 MTPA**

CROP NUTRITION

Total Installed Capacity - **Five Crore bottles (500 ml) per annum**

Nano Urea Plant at Sanand, Gujarat

PIGMENTS

Total Installed Capacity - **33,180 MTPA**

Three Facilities located in Vatva, Panoli, Dahej SEZ

TiO_2

Total Installed Capacity - **75TPD**

Foray into Titanium Dioxide (TiO_2) via acquisition of Kilburn Chemicals Ltd.

Credentials of Excellence

MOL takes pride in the recognition of its efforts and humbly accepts these awards as a testament to its commitment. Each accolade serves as a reminder of our responsibility to continually strengthen our capabilities and drive growth for all stakeholders.

- Life Achievement Award
- Emerging Leader of the Year – Crop protections
- Successful Company of the ERA
- Pesticide Manufacturing Association

Affiliations with Industry Associations

- CHEMEXIL
- Federation of Indian Export Organisations (FIEO)
- Export Promotion Council
- International chamber of commerce
- Pesticides Manufacturers Association of India – PMFAI
- Gujarat Chamber of Commerce
- Gujarat Chemical Association
- ICC - Indian Chemical Council
- CCFI - Crop Care
- GDMA
- Dahej Industrial Association (DIA)
- Panoli Industrial Association (PIA)
- Ankleshwar Industrial Association (AIA)
- Vatva Industrial Association (VIA)
- Disaster Prevention and Management Centre Ankleshwar (DPMC)
- Dahej Eco-friendly Society Disaster Management Centre (DEFS)

Our Certifications

At Meghmani Organics Limited (MOL), Responsible Care® forms the cornerstone of governance and operational excellence, integrating sustainability, safety, and ethical conduct across all operations. The Responsible Care & Sustainability Committee, chaired by the CMD and co-chaired by the Executive Director, oversees implementation and performance through quarterly reviews. Supported by the Corporate EHS & Responsible Care Head, the committee ensures continual improvement in process safety, resource efficiency, emissions reduction, and product stewardship. Key outcomes are reported to the ESG Committee for strategic oversight and accountability.

Expanding Market Footprint

For MOL, growth is not a mere achievement that is reflected in certain numbers or milestones. It is a boundless process which helps us expand our potential, refine our capabilities on a continuous basis and enables us to make a positive difference to the sphere of our expertise on national as well as international scale.

Serving crop protection and pigments requirements for clients across **75+ Countries**

Business Presence across **16 states in India**

Integrated manufacturing facilities **9**

International Offices **2**

Corporate Office Offices 75+ Countries Served

Disclaimer: This map is a generalised illustration only for the ease of the reader to understand the locations, and it is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. Our Company or any of our Directors, officers or employees cannot be held responsible for any misuse or misinterpretation of any information or design thereof. Our Company does not warrant or represent any kind of connection with its accuracy or completeness.

Foundations of Our Legacy

Today, MOL proudly stands as a leading name in the crop protections and pigments industry. Our journey to this position has been marked by relentless product innovation, continuous enhancement of technological capabilities, and unwavering dedication to creating value for our stakeholders. Approaching 40 years of a well-established presence in the industry, we reaffirm our commitment to excellence and sustainability. With renewed vigour, we aim to unlock growth opportunities that empower all our stakeholders to thrive alongside us.

2024

- Commissioned Nano Urea Liquid Fertiliser plant at Sanand
- Commissioned cogeneration power plant at Titanium Dioxide (TiO_2) facility
- Recognised with EcoVadis "Committed Badge" for our commitment to sustainability in January 2024
- Dry/Alternative formulations launched for insecticides and herbicides
- Separate blocks developed for insecticides and pesticides

2021

- Expansion in Crop Protection segment – Doubling the capacity of 2,4-D Herbicides Plant from 10,800 TPA to 21,600 TPA
- Increased Formulation plant capacity to 13,500 TPA
- Foray into new pigment Titanium Dioxide (TiO_2) by the acquisition of Kilburn Chemicals Limited (wholly owned subsidiary)

2013

- Set up Pigment manufacturing facilities at Dahej SEZ, ISO 14001, ISO 18001 in Agro Sites in July 2013

2007

- A milestone moment of listing of Equity Shares on NSE and BSE

2004

- A proud accomplishment of listing at Singapore Exchange through Depository Mechanism

1996

- Pigments manufacturing plant at Panoli

1986

- Initiated manufacturing operations of Pigment
- Green 7 (Phthalocyanine Green 7) as a partnership firm at Vatva

2025

- Crop Protection segment received Responsible Care® accreditation for a period of three years

2023

- Commissioned new Multi-Purpose Plant (MPP) in Crop Protection segment for producing new-age high-value products
- Accredited with Responsible Care® certification by Indian Chemical Council, apex industry body representing chemical industry in India pursuing "Responsible Care Programme" in April 2023

2017

- Adding one more feather in the cap with GLP Accredited Lab and expansion of R&D facility

2010

- Commissioned 10,800 TPA 2,4-D Herbicides Plant at Dahej

2006

- Commissioned 7200 TPA New Formulation plant at Panoli

2003

- Acquired Crop Protection Plant at GIDC, Ankleshwar

1995

- Crop protection manufacturing plant at Chharodi

Bonding with Stakeholders

Stakeholder voices drive our purpose - guiding Meghmani Organics' sustainable and ethical growth journey.

At MOL, we deeply value the strategic contribution of our stakeholder community in shaping our business endeavours. They are integral partners in our journey to create a lasting impact through our business processes. Through a collaborative and inclusive engagement process, we continuously strive to align their evolving needs, concerns, and expectations with our business priorities. By fostering transparent, responsive, and constructive dialogue, we ensure our decisions maximise the well-being of stakeholders.

Moulding and updating the stakeholder identification to match the evolving peer group and industry benchmarks.

Stakeholder Groups	Channels of Engagement	Frequency of Engagement	Key Expectations	Purpose, Scope and, Our Actions
Shareholders	Email, Annual Reports, Newspaper, AGM, Con calls	Quarterly	Growth, transparency, compliance, capital returns	Updates on financial performance, sustainability strategy, dividends, business risks, governance
Customers	Email, Webinars, Business Reviews, Feedback Calls	Need Based	Safe products, complaint handling, sustainability alignment	Product quality, pricing, delivery schedules, compliance with sustainability expectations

Stakeholder Groups	Channels of Engagement	Frequency of Engagement	Key Expectations	Purpose, Scope and, Our Actions
Farmers	Field demo, and training sessions	As required and monthly through scheduled programmes.	Safety education, health protection, emergency help,	Field visits, Trials and Improve Awareness
Suppliers	Email, SAQs, Site Audits, Vendor Meets	Need based engagement	Fair terms, clarity, ESG clauses compliance, timely payments	Performance reviews, policy compliance, responsible sourcing, and safety audits of onsite practices.
Employees	Group meetings, Email, Intranet, Trainings, Grievance Portal	Regularly/Monthly	Fair treatment, health checks, timely payment	Policy updates, training programs, safety awareness, grievance redressal, welfare schemes
Government and Govt. Officials	Letters, Emails, Submissions, Meetings	Annually or as required	Growth, respect, safety, inclusion, feedback use	Statutory reporting, licensing, ESG disclosures, inspections, and legal compliance
Banks/Financial Institutions	Emails, Site Visits, Financial Presentations	Quarterly	Trust, transparency, livelihood, impact sharing	Business performance, loan terms, project updates, ESG performance
Contract Workers/ Contractors	Induction Sessions, Safety Briefings, Toolbox Talks, Quarterly meetings, Contractor meetings, Emails, Letters, SAQs	Weekly	Collaboration, transparency and measurable outputs.	Site safety, working conditions, health checks, payment cycles, basic amenities
Local Communities/ Community Groups	CSR Outreach, Community Meetings, Feedback Sessions, Wall Postings in Local Language	Monthly/ Quarterly	Legal compliance, clean audits, ethical business	CSR activities, livelihood improvement, water and sanitation, education, skill development, aligned to SDGs
NGOs/Civil Society	Email, Field Visits, Joint Projects, Panel Discussions	Quarterly	Financial prudence, ESG roadmap, transparency	Collaboration on environmental and social programs, policy advocacy, community development, emergency response preparedness and SDG alignment

Materiality Assessment

At MOL, the careful identification of important stakeholders and the meticulous analysis of matters relevant to their key concerns and needs go hand-in-hand. After identifying such material matters, their potential impact, whether positive or negative, is systematically assessed, and accordingly, a suitable adaptation response or mitigation strategy is formed to tackle such issues well in advance.

Materiality Assessment Procedure

At Meghmani Organics Limited, a structured process is followed to identify and prioritise key sustainability topics relevant to our stakeholders and business strategy.

1 Stakeholders Identified

Key stakeholder groups those impacted by or influencing our operations are identified.

2 Material Topics Listed

A comprehensive list of potential material topics is prepared through consultations with stakeholders and senior management.

3 Topics Evaluated

These topics are evaluated based on their significance to stakeholders and their alignment with the company's long-term strategic goals.

4 Final Approval Secured

The final list of material topics, along with their respective KPIs and targets, is reviewed and approved by the Board of Directors.

5 Progress Monitored

Progress on each topic is closely monitored by the Sustainability Committee and transparently reported in the Sustainability Report.

Materiality Assessment Matrix

- Energy Management
- Emissions & Climate Change
- Waste Management
- Water and Wastewater Management
- Sustainable Supply Chain Management
- Talent Attraction & Retention
- Product Innovation and Responsibility
- Occupational Health and Safety
- Business Ethics and Anti-Corruption
- Inclusion, Diversity & Equity Management
- Environmental Compliance
- Risk Management and Operational Compliance
- Human Rights and Labour
- Corporate Governance
- Community Engagement
- Biodiversity and Land Use

Material Issue

Energy Management

Impact Category
Negative

GRI Mapping
GRI 302

Rationale for Identification

Rising energy costs and grid instability directly affect profitability. Additionally, energy use ties to climate-related regulatory risks.

Mitigation Strategy

- Energy-efficient IE3 motor installation, VFDs on compressors, auto-voltage regulators.
- Optimised thermopack operation and pump control to cut consumption by ~27.06 Lacs units annually.
- Utility Optimisation.
- Investment in on-site renewables to reduce grid dependence and future-proof against carbon pricing.
- Dedicated team for energy management and emission reduction with performance incentives.

Material Issue

Emissions and Climate Change

Impact Category
Negative

GRI Mapping
GRI 305

Rationale for Identification

The chemical sector is energy-intensive and subject to increasing scrutiny for GHG emissions. With India pushing carbon markets and carbon taxes, Meghmani is exposed to future regulatory, reputational, and financial pressures.

Mitigation Strategy

- Installed 4 wind turbines and entered solar PPAs, reducing 27,762.79 tCO_2e.
- Implemented energy-saving projects like PF improvement, chiller optimisation, and cable loss reduction.
- Focus on low-emission technologies and improving Scope 1 and 2 emissions accounting.
- Actively evaluating opportunities to install additional wind turbines and share of solar energy in the overall power mix.

Material Issue

Waste Management

Impact Category
Negative

GRI Mapping
GRI 306

Rationale for Identification

The chemical manufacturing process inherently generates hazardous waste, making waste management a significant risk area for Meghmani Organics. Improper handling may result in environmental contamination, regulatory non-compliance, financial penalties, reputational harm, and potential operational interruptions.

Mitigation Strategy

- The company shall adopt stringent waste segregation, storage, treatment, and disposal protocols in line with best practices. Investing in clean technologies and exploring value initiatives such as recycling or reuse can also contribute to reducing the company's environmental footprint and regulatory exposure.
- Installation of APCM for effective recovery of material.
- Site specific systems to operate ETP, MEE, ATFD and chemical oxidation.

Material Issue

Water and Wastewater Management

Impact Category
Negative

GRI Mapping
GRI 303

Rationale for Identification

Significant dependency on water for manufacturing processes creates operational and regulatory risks.

Mitigation Strategy

- Installed phenol and bromine recovery units, reducing effluent load.
- Recycled scrubber water and improved recovery to reduce ETP inlet load.
- Installed vent condensers to reduce solvent loss.
- Focus on process water recycling and source reduction to ensure compliance and operational continuity.
- Chemical oxidation in ETP to improve stability, consistency.

Material Issue

Talent Attraction and Retention

Impact Category
Positive

GRI Mapping
GRI 401

Rationale for Identification

Prioritising the attraction and retention of skilled professionals enables Meghmani Organics to build a capable and motivated workforce, which is pivotal for driving operational excellence and innovation. Maintaining a stable and talented team supports competitive positioning and ensures the company is well-equipped to meet current and future business challenges, securing sustainable long-term success.

Mitigation Strategy

- Implemented structured recognition programs to reward contributions.
- Expanded health and wellness programs covering mental health awareness and stress management.
- Leadership mentoring and coaching programs ensure continuity and motivation across all levels.

Material Issue

Sustainable Supply Chain Management

Impact Category
Positive

GRI Mapping
GRI 308, GRI 414

Rationale for Identification

Sustainable supply chain management offers Meghmani Organics a strategic opportunity to strengthen operational resilience and improve long-term value creation. By sourcing materials responsibly, the company can ensure consistent access to quality inputs while meeting increasing customer and regulatory expectations around environmental and social responsibility. This approach enhances supplier relationships, reduces waste and inefficiencies, and reinforces the company's brand reputation. To leverage this opportunity, the company can integrate supplier sustainability codes, encourage certification standards among vendors, and adopt tools for traceability and lifecycle impact assessment.

Mitigation Strategy

- MOL receives hazardous materials through pipeline, this includes key raw materials like chlorine and caustic.
- MOL has implemented and updated the supplier code of conduct and policy to integrate ESG to meet customer and regulatory expectations.
- ESG screenings through SAQ and audits.
- ISO 20400 implementation.

Material Issue

Product Innovation and Responsibility

Impact Category
Positive

GRI Mapping
GRI 416, GRI 417

Rationale for Identification

In an industry characterised by rapid change and increasing regulatory demands, product innovation offers Meghmani Organics a strategic avenue for differentiation. By developing sustainable, safe, and advanced products, the company can meet growing market demand for eco-friendly solutions while ensuring compliance with evolving regulations. This proactive approach opens new market opportunities and strengthens customer loyalty and reduces risks linked to product failures, recalls, and non-compliance.

Mitigation Strategy

- Water Based formulation have been initiated.
- Dry formulation has reduced solvent consumption.
- Material Circularity.
- Product Sustainability.
- Customer Advocacy.
- Low Carbon Footprint Products.

Material Issue

Occupational Health and Safety

Impact Category
Negative

GRI Mapping
GRI 403

Rationale for Identification

Occupational health and safety (OHS) risks are inherent to chemical manufacturing due to the handling of hazardous substances and complex operational processes. Proactively identifying and managing these risks is critical to safeguarding employee well-being, ensuring regulatory compliance, and minimising operational disruptions. A strong OHS framework enhances workforce productivity, reduces incident-related costs and reinforces the company's commitment to responsible and ethical business practices, thereby strengthening its reputation among stakeholders.

Mitigation Strategy

- Implemented comprehensive health and safety management systems aligned with international standards (e.g., ISO 45001).
- Conducting regular risk assessments and OHS audits to identify and address hazards proactively.
- Provide ongoing training and awareness programs for employees on safe work practices and emergency response.
- Invest in appropriate personal protective equipment (PPE) and safety infrastructure.
- Foster a safety-first culture encouraging employee participation and incident reporting without fear of reprisal.

Material Issue

Business Ethics, and Anticorruption

Impact Category
Negative

GRI Mapping
GRI 205, GRI 206

Rationale for Identification

Operating across diverse jurisdictions exposes Meghmani Organics to varying regulatory standards, increasing the risk of unethical behaviour and corruption. Failure to adhere to ethical standards may result in legal consequences, damage to reputation, and potential loss of operating licenses. Such outcomes threaten operational continuity, erode stakeholder confidence, and can have lasting adverse impacts on the company's financial performance and strategic objectives.

Mitigation Strategy

- Implemented a strong Ethics and Compliance Framework that includes a clear Code of Conduct, ABAC policies, and mandatory ethics.
- Training for all employees, particularly those in high-risk roles.
- A confidential whistleblower mechanism established to report unethical practices safely.
- Conduct regular third-party due diligence and compliance audits, particularly in high-risk jurisdictions.
- Oversight by a dedicated ethics committee will ensure accountability and continuous improvement in ethical governance.
- Risk Assessment ISO 37001 implementation and alignment with its requirements.

Material Issue

Inclusion, Diversity and Equity Management

Impact Category
Positive

GRI Mapping
GRI 405, GRI 406

Rationale for Identification

Embracing inclusion, diversity, and equity unlocks substantial potential for Meghmani Organics by fostering a workforce rich in varied perspectives and experiences. This diversity enhances creativity and decision-making, enabling the company to better address the needs of a global customer base in competitive crop protection and pigment markets. Additionally, a strong commitment to these principles elevates the company's employer brand, attracting and retaining top talent, which is critical to sustaining business growth and innovation.

Mitigation Strategy

- Hiring initiatives - Zero/no caste and religion-based recruitment, only merit-based hiring.

Material Issue

Environmental Compliance

Impact Category
Negative

GRI Mapping
GRI 307

Rationale for Identification

Environmental compliance represents a critical risk due to the rising stringency and complexity of environmental regulations. Non-compliance can lead to fines, legal proceedings, and reputational harm, especially as environmental issues gain global attention.

Mitigation Strategy

- Meghmani Organics must establish a proactive compliance management system that tracks regulatory developments and ensures timely response. Assigning dedicated environmental compliance roles, conducting internal audits, and offering continuous staff training are necessary to maintain legal alignment and operational continuity.
- Legatrix software is available.

Material Issue

Risk Management and Operation Compliance

Impact Category
Negative

GRI Mapping
GRI 2, GRI 3

Rationale for Identification

Effective risk management and regulatory compliance are critical for Meghmani Organics due to the complex and evolving nature of environmental regulations in the chemical industry. Non-compliance could result in severe consequences, including fines, legal challenges, operational disruptions, and long-term damage to stakeholder trust.

Mitigation Strategy

- The company must implement a robust enterprise risk management (ERM) system, conduct periodic compliance audits, and provide targeted training to employees. Leveraging digital platform to monitor compliance status and regulatory changes can further enhance operational integrity and resilience.

Material Issue

Human Rights and Labour

Impact Category
Negative

GRI Mapping
GRI 408, GRI 409, GRI 412

Rationale for Identification

Companies that prioritise human rights demonstrate a strong commitment to sustainable, ethical, and mutually beneficial relationships with all stakeholders - including employees, communities, customers, and investors. This commitment underscores the company's responsibility towards the dignity, safety, and well-being of individuals impacted by its operations. For businesses with on-site workforces, effective labour management is essential, given the complexities related to workforce size, labour intensity, and diverse operational locations. Ensuring robust management-labour relations, upholding workers' rights, and actively engaging employees are critical to maintaining workforce stability and productivity. Notably, preventing the loss of skilled labour is vital to safeguarding operational continuity and long-term business success.

Mitigation Strategy

- Improve and enforce a robust human rights policy aligned with international frameworks such as the UN Guiding Principles on Business and Human Rights.
- Conduct regular due diligence to identify and mitigate human rights risks within operations and supply chains.
- Conduct audits on human rights and labour practices, including non-discrimination, freedom of association, and fair wages.
- Refresher training for management and workers on human rights and ethical labour practices.
- Strengthen utilisation of grievance mechanisms by awareness and training.

Material Issue
Corporate Governance

Impact Category
Negative

GRI Mapping
GRI 2

Rationale for Identification

Effective corporate governance depends on transparent, accessible policies and well-defined behavioural standards consistently enforced throughout the organisation. Operating with integrity and accountability enables companies to meet sustainable financial and strategic objectives. Stakeholders assess governance based on key factors including ownership structures, board compensation, accounting transparency, ethical conduct, and tax compliance. Robust governance frameworks foster stakeholder trust, mitigate risks, and strengthen long-term business resilience.

Mitigation Strategy

- Develop and maintain clear, accessible governance policies outlining roles, responsibilities, and behavioural expectations.
- Ensure the board of directors includes independent and diverse members with relevant expertise.
- Implement transparent reporting and disclosure practices covering financial, ethical, and sustainability performance.
- Regularly review and update governance frameworks to align with evolving regulations and best practices.
- Foster a corporate culture of accountability, integrity, and ethical decision-making at organisational level.

Material Issue
Community Engagement

Impact Category
Negative

GRI Mapping
GRI 413

Rationale for Identification

Strong community relations are essential for sustaining long-term business success, particularly in regions where industrial operations directly impact local populations. Actively engaging with communities enables companies to identify and address local needs, foster mutual trust, and enhance social equity. Such engagement reduces the risk of operational disruptions, community opposition, and regulatory scrutiny. Moreover, maintaining a robust social license to operate through meaningful stakeholder collaboration strengthens the company's reputation and contributes to inclusive and sustainable growth.

Mitigation Strategy

- Established regular dialogue channels with local communities and key stakeholders to understand their needs and concerns.
- Developed community development programs focused on healthcare, education, and infrastructure support.
- Transparently communicate company activities and impacts, ensuring responsiveness to community feedback.
- Collaborate with local authorities and NGOs to address social and environmental challenges collectively.
- Monitor and evaluate community engagement initiatives to continuously improve effectiveness and trust-building.

Material Issue
Biodiversity and Land Use

Impact Category
Negative

GRI Mapping
GRI 304

Rationale for Identification

Operations in ecologically sensitive and industrial zones such as Dahej and Ankleshwar pose substantial risks related to biodiversity loss and unsustainable land use. These risks can lead to community opposition, regulatory action, and damage to the company's social license to operate.

Mitigation Strategy

- Meghmani Organics conducted environmental and social impact assessments (ESIAs) for all significant operations. Partnering with local stakeholders to ensure responsible land use, implementing conservation programs, and adopting land restoration efforts taken to maintain stakeholder goodwill and mitigate ecological impacts.

Material Issue
Sustainable Procurement

Impact Category
Positive

GRI Mapping
GRI 308, GRI 414

Rationale for Identification

Identified as an opportunity, sustainable procurement enables Meghmani Organics to proactively manage upstream ESG risks and secure a more resilient and ethical supply base. By sourcing from suppliers who adhere to environmental and social standards, the company can mitigate future disruptions, reputational damage, and legal liabilities. Moreover, it aligns with global sustainability trends and stakeholder expectations. To maximise this opportunity, the company should conduct regular ESG assessments of suppliers, embed sustainability criteria into procurement contracts, and build long-term partnerships with vendors that demonstrate responsible practices.

Mitigation Strategy

- Plans to align the procurement process as per ISO 20400.
- Procurement report to derive improvements.
- Evaluation of suppliers through SAQ = Procurement report.

Chemistry of Corporate Governance

At Meghmani Organics Limited, corporate governance has been the bedrock of our sustainable and responsible growth journey. We believe that strong governance ensure regulatory compliance, builds trust and drives long-term value creation for all our stakeholders. Our governance framework, built on the pillars of transparency, integrity, and ethical conduct, aligns our operations with industry best practices and regulatory requirements.

Meghmani Organics Limited has strengthened its governance by updating policies, conducting vendor assessments, and monitoring ESG through scorecards. This enhanced transparency, completed site audits, and integrated ESG KPIs into governance. With clear roles and strong controls, MOL ensures fair, informed decisions and continuously improves governance based on fairness, trust, and stability.

MOL was awarded the EcoVadis Committed Badge in January 2024 and now actively tracks progress toward achieving silver status by 2025.

Governance Framework: Board of Directors and Committees

Meghmani Organics Limited has constituted a dedicated Environmental, Social, and Governance (ESG) Committee under the supervision of the Board of Directors. This committee comprises Independent Directors and members of the senior leadership team, reflecting a prominent level of accountability and expertise in its functioning. The ESG Committee is entrusted with the responsibility of risk oversight and decision-making on sustainability-related issues, including monitoring the company's environmental and social performance, aligning with ESG frameworks, and integrating sustainability considerations into corporate strategy. This structure ensures that sustainability remains a central focus in the company's governance and long-term value creation. The highest remuneration paid to an employee of the Company stands at Rs. 61,04,000 while the median remuneration paid to all employees is Rs. 3,35,700.

Diversity and Inclusion in the MOL Board

This diversity enhances creativity and decision-making, enabling the company to better address the needs of a global customer base in competitive crop protection and pigment markets. MOL ensures the board of directors includes independent and diverse members with relevant expertise. The Board of Directors holds the highest level of responsibility for the implementation and oversight of the company's Business Responsibility policies.

The ESG Committee is entrusted with the responsibility of risk oversight and decision-making on sustainability-related issues, including monitoring the company's environmental and social performance, aligning with ESG frameworks, and integrating sustainability considerations into corporate strategy.

9:1
BoD Gender Ratio

50%
BoD Independent Directors

Skill Matrix for MOL Board Members

The Board of Directors collectively possesses a balanced mix of technical expertise, industry experience, financial acumen, and governance competencies ensuring effective strategic oversight and long-term value creation.

Mr. Ankit Patel
Chairman and Managing Director

- Industry knowledge and experience
- Strategic Leadership
- Investor relations
- Global customer alignment
- Technical, Production, Sales and Marketing
- Strategic Project Approval
- Corporate Finance & Banking operations
- Sustainability/ESG and RC governance

Mr. Karana Patel
Executive Director

- Industry knowledge and experience
- Governance, Compliance & Legal
- Global sourcing, key procurement domestic and international
- Projects and Plant commissioning
- Energy: renewable energy Projects, energy intensity reduction.
- Ethics & Integrity Oversight

Mr. Kaushal Soparkar
Non-Independent Director

- Brings strategic insight with financial acumen, technology expertise and governance discipline.

Mr. Manubhai Patel
Independent Director

- Leadership
- Compliance & Legal
- Ethics & Integrity Oversight
- Sustainability/ESG and RC governance

Prof. (Dr.) Ganapati Yadav
Independent Director

- Industry knowledge and experience
- Leadership and industry knowledge
- Technology
- Deep understanding of product lifecycle
- Environment Management
- Sustainability compliance

Mr. Darshan Patel
Executive Director

- Industry knowledge and experience
- Global sourcing, key procurement domestic and international
- Plant commissioning
- Technology Improvement and scale up
- B2B marketing
- Budget margin analysis
- Compliance & Legal
- Oversee human rights, environmental, and safety governance

Mr. Maulik Patel
Non-Independent Director

- Industry Knowledge & Experience
- Compliance and Governance

Ms. Urvashi Shah
Independent Director

- Legal compliance
- Banking, taxation and corporate finance

Dr. Varesh Sinha
Independent Director

- Compliance & Legal
- Banking

Mr. Nikunt Raval
Independent Director

- Governance,
- Compliance & Legal
- Liaison

- Audit Committee
- Nomination and Remuneration Committee
- Shareholders Relationship Committee
- CSR Committee
- Risk Management Committee
- Responsible Care Apex Committee
- ESG Committee

Policies Framework for Ethical Business Conduct

Meghmani Organics Limited (MOL) has established a robust set of policies to ensure ethical business conduct across all levels. The Code of Conduct applies to directors, senior management, and employees, guiding them to operate responsibly in alignment with national laws, avoid unfair market practices, and maintain accuracy in financial disclosures. It also emphasizes a commitment to workplace safety and delivering high-quality products. Additionally, MOL enforces a strict Anti-Corruption and Anti-Bribery policy that prohibits any form of illegal payments or gifts in business dealings. Regular training sessions are conducted to build awareness and reinforce the importance of ethical practices.

Vigil Mechanism Policies

MOL has implemented strong vigilance mechanisms to foster a culture of transparency and trust. The Whistleblower Policy provides a safe and secure channel for employees to report unethical practices or misconduct without fear of retaliation. Similarly, the Anti-Sexual Harassment Policy ensures a respectful and secure workplace for women, outlining a clear process for addressing complaints and preventing gender-based misconduct. Together, these policies reflect MOL's commitment to upholding dignity, fairness, and accountability within its operations.

Anti-corruption and Anti-bribery Policy

MOL seeks to maintain the highest standards of ethical conduct in its governance through its comprehensive Anti-Corruption and Anti-Bribery Policy. The Company enforces a strict prohibition on offering or accepting bribes, kickbacks, or any form of undue advantage intended to influence business outcomes. While symbolic or customary gifts may be exchanged during festivals or other formal occasions, they must adhere to defined internal guidelines to ensure that they do not compromise ethical standards. MOL has instituted strong financial controls and monitoring mechanisms to detect, prevent, and address any vulnerabilities related to corrupt practices.

To further bolster a culture of transparency, MOL provides secure and confidential grievance reporting channels through its Whistleblower Policy, allowing employees and stakeholders to report concerns without fear of retaliation. Regular training sessions are conducted to raise awareness about ethical obligations and help employees identify and respond to unethical behaviour. The ESG Committee at the Board level provides oversight to ensure the policy is effectively implemented and remains aligned with evolving regulatory requirements and stakeholder expectations.

Key Actions & Achievements FY 2024-25

100% employees completed ABAC training; annual refreshers ensure continued compliance.

100% new suppliers screened through ethics related due diligence.

All new contracts include ABAC and Conflict-of-Interest clauses.

Zero cases of bribery or facilitation payments reported.

Zero cases of information security breach.

100% vendor contracts incorporate ABAC clauses; first internal annual ABAC audit conducted covering all 11 high risks departments.

Risk Management Framework

MOL has established a comprehensive risk management framework to identify, anticipate, minimise, and mitigate the potential key business risks as dictated by the nature of its operations.

Risks	Nature of Risks	Mitigation Strategy
International Risks	Fluctuations in exchange and interest rates have the potential to impact the profitability of the company.	• Effective forex management policy • Hedging against the volatile foreign currency
Raw material Prices	Fluctuations in raw material price owing to persistent geopolitical conflicts, supply chain disruptions, inflation, and other issues may deter the growth plans of the company.	• Backward and forward integration • Following effective procurement practices, quality control measures and employing robust logistic management to ensure uninterrupted supply
Competition Risks	The company operates in a highly competitive industry with organised domestic and international players. The competitive pressures may sometimes cause the company's progress to slow down a little.	• Diversified business approach to retain competitive edge • Diversified geographical presence to reduce reliance on a single market
Regulatory Risks	Due to operational presence in multiple countries, MOL stands exposed to sudden regulatory changes that may cause revenue or other operational loss.	• Effective, coordinated strategies to reduce its reliability on one country
ESG Risks	Climate and energy, water use, occupational health and safety, waste and pollution, process safety, supply chain sustainability, ethics and conduct, community impact. Potential increase in environmental footprint, exposure risks during operations, variability in supplier compliance, and expectations from stakeholders and communities.	• Increase renewable and efficient resource use, strengthen process and safety controls, conduct ESG supplier assessments and corrective actions, reinforce ethical conduct, and maintain consistent community engagement

Conflict of Interest Management

The Company upholds the highest standards of integrity and ethics through a well-defined Conflict of Interest Management framework. All employees, directors, and business partners are required to disclose any personal or professional interests that could influence their decisions. Regular declarations, transparent review mechanisms, and clear escalation procedures ensure such conflicts are identified and addressed promptly. Awareness sessions and policy updates reinforce a culture of honesty, fairness, and accountability, ensuring that all actions align with organisational values and stakeholder trust. To ensure impartial decision-making:

100%

new joined employees submitted Conflict of Interest declarations as per revised Code of Conduct and Policy on Conflict of Interest.

NIL

cases Conflict of Interest identified.

100%

of managers have submitted acknowledgement about Conflict of Interest.

Included examples of potential situations (related party transactions, procurement influence, family employment) in employee training modules to demonstrate awareness training depth

Anti-Competitive Practices Governance and Ethical Market Conduct

MOL extends its commitment to fairness and integrity into marketplace practices through Anti-Competitive Practices Guidelines, aligned with the Competition Act, 2002, and SEBI regulations. Key measures include:

Employee Training

In-person and online modules on ethical market behaviour.

Whistleblower Protection

Secure reporting via ethicsofficer@meghmani.com, with defined escalation and non-retaliation safeguards.

Risk Assessment

First Anti-Competitive Practices Risk Register mapped potential risks (e.g., bid rigging, information sharing, SME discrimination) with ownership and controls.

Competitor Interaction Rules

Clear do's and don'ts for vendor negotiations, pricing, tenders, and sales.

Audit & Monitoring

Legal and Risk teams, with internal audit, driving continuous oversight.

Zero

Incidents of anti-competitive practice reported

Governance and Compliance Oversight

Chemistry for Environmental Stewardship

At Meghmani Organics Limited (MOL), environmental responsibility is not a peripheral obligation—it is embedded at the heart of our business model and corporate strategy. Guided by the philosophy of Responsible Care® and the Sustainability Assessment Framework, we pursue continuous improvement in every process that affects the planet's resources. Environmental stewardship at MOL is driven by a multi-tier governance structure that cascades accountability from the Board-level ESG Committee down to the plant-level EHS teams. This ensures that every strategic decision integrates climate considerations, resource efficiency, and pollution-prevention objectives.

Our recognition through the EcoVadis "Committed Badge" (2024) and the Responsible Care® Accreditation (2023) for the Agro division affirms the company's adherence to global sustainability frameworks. We regard sustainability as a journey of measurable progress—reducing emissions, conserving water, innovating cleaner processes, and adopting circular practices. The environmental strategy of MOL rests on five strategic pillars:

1. Resource Efficiency and Decarbonisation - reducing energy intensity, fuel consumption, and carbon footprint.
2. Pollution Prevention - minimising effluents, reusing materials.
3. Water Stewardship - responsible withdrawal, recovery, and reuse of freshwater resources.
4. Biodiversity and Land Use Management - preserving ecological balance within industrial zones.
5. Compliance and Transparency - meeting and exceeding legal norms through proactive monitoring and disclosure.

These pillars collectively reinforce MOL's long-term ambition to be recognised as one of India's most sustainable chemical manufacturing organisations

We have incorporated gum rosin, a naturally sourced and renewable bio-based material, into our pigment process applications to reduce reliance on fossil-based inputs.

This transition supports our commitment to greener chemistry and a lower environmental footprint.

Environmental Compliance and Performance

Regulatory compliance is central to MOL's environmental governance. The Legatrix Compliance Software enables real-time tracking of permits, consents, and renewals under Air, Water, and Environment Acts. Quarterly internal audits by cross-functional EHS teams are reviewed at corporate MRMs. Employees and contractors receive regular training on environmental laws, energy efficiency, waste segregation, and emission control.

Zero

closure notices were received for any plant in FY 2024-25, reflecting MOL's strong compliance culture.

Comprehensive Policy Framework for Sustainable Business Operations

MOL's commitment to sustainable growth is institutionalised through a comprehensive suite of apex-level and function-specific policies. These policies together form the backbone of our Integrated EHS&S and ESG Governance Framework, ensuring that sustainability, safety, and ethics are not treated as isolated programs but as inherent parts of the company's business strategy and decision-making processes. The following policies collectively govern MOL's sustainable business conduct:

SUSTAINABILITY POLICY

This policy defines MOL's approach to balancing economic growth, environmental care, and social responsibility. It links sustainability goals with management reviews and performance disclosures. Divisional KPIs on emissions, water, waste, and safety are derived from this policy to ensure measurable progress.

RESPONSIBLE CARE POLICY

The policy commits MOL's chemical divisions to global Responsible Care® principles, integrating safety, environment, and social aspects into design and manufacturing. It promotes life cycle thinking, safe product handling, and transparent stakeholder engagement. Every plant function as a Responsible Care® site to embed sustainability in operations.

EHS&S POLICY

This apex policy ensures the protection of people, property, and the planet across all operations. It drives zero-harm objectives through risk-based management, behavioural safety, and continual improvement. Compliance with Responsible Care®, ISO 45001, ISO 14001, and statutory norms is a core focus under this unified governance framework.

ENVIRONMENT POLICY

The policy reinforces MOL's commitment to pollution prevention, efficient resource use, and climate action. It supports circular economy adoption through waste reduction, reuse, and recovery practices. Site-level systems operate under ISO 14001 and ISO 50001, ensuring compliance and proactive environmental stewardship.

ENERGY MANAGEMENT POLICY

This policy aligns with ISO 50001 and focuses on improving energy efficiency and reducing emissions. It encourages renewable energy integration through solar and wind PPAs and promotes digital monitoring of energy use. Employee awareness programs support MOL's roadmap to carbon neutrality by 2050.

WATER & BIODIVERSITY POLICY

The policy emphasizes water conservation, recycling, and biodiversity protection at and around industrial sites. Measures include process optimisation, condensate recovery, and plantation drives. It ensures biodiversity mapping and monitoring in sensitive zones, aligning with GRI 303 and SDG 15.

SUSTAINABLE PROCUREMENT POLICY

This policy establishes ethical and transparent procurement aligned with ISO 20400 standards. It requires suppliers to comply with ESG principles and a Supplier Code of Conduct. Regular ESG assessments and audits ensure responsible sourcing and long-term sustainability partnerships.

ENTERPRISE RISK MANAGEMENT (ERM) POLICY

The ERM Policy integrates risk identification, assessment, and mitigation across all business functions. It links sustainability and risk governance through continuous monitoring of climate, supply-chain, and regulatory risks. Aligned with ISO 31000, it strengthens organisational resilience and informed decision-making.

INTEGRATED IMPLEMENTATION FRAMEWORK

All policies function under a common framework featuring periodical reviews, training, and EHS&S performance tracking. Compliance is validated through internal and external audits under ISO standards. The continual improvement cycle ensures MOL's governance remains effective, transparent, and forward-looking.

Climate Risk & Resilience

Meghmani Organics Limited (MOL) adopts a balanced strategy to address both physical and transition risks arising from climate change, ensuring long-term business continuity and sustainability. The company's manufacturing sites in Gujarat's industrial belts face increasing risks from heat stress, rainfall, and localised flooding. To mitigate these physical risks, MOL has implemented preventive infrastructure measures such as improved stormwater drainage, elevated electrical systems, and weather-protected raw material and chemical storage. Regular climate risk assessments and emergency preparedness drills further enhance site-level resilience and operational reliability.

In parallel, MOL manages transition risks including tightening carbon regulations, evolving energy norms, and stakeholder expectations- by embedding climate considerations into its Enterprise Risk Management (ERM) framework. The company has steadily expanded its renewable energy share to around 39% of its total energy mix and continues to improve process energy efficiency through equipment upgrades, heat recovery systems and process optimisation.

By integrating climate adaptation and mitigation into strategic planning, MOL not only safeguards its operations against climate uncertainties but also contributes to India's transition toward a low-carbon and resource-efficient industrial ecosystem. The approach reflects MOL's proactive stance in aligning with global sustainability goals and reinforcing resilience across its value chain.

Energy Consumption and Emissions Management

At MOL, environmental responsibility is more than a regulatory obligation—it is a core strategic priority integrated across all levels of our operations. We believe that sustainable development and business growth can coexist, and this principle drives our continuous transition toward energy efficiency, circularity, renewable energy, process optimisation, and emission-reduction technologies, and carbon footprint reduction.

Our environmental initiatives are anchored in internationally recognised frameworks such as ISO 14001, ISO 50001 (EnMS), and Responsible Care®, and are overseen by a dedicated ESG Committee at the Board level, ensuring that MOL's decarbonisation roadmap aligns with national and international climate commitments.

Renewable Energy and Emission Reduction Milestones

In FY 2024-25, MOL achieved a 39.03% share of renewable energy, compared to 32.4% in FY 2023-24. This milestone was achieved through:

- Commissioning four wind turbines (2.1 MW each) in Gujarat.
- Expanding solar power procurement under third-party PPAs.
- Upgrading systems with IE3 motors, Variable Frequency Drives, and auto-voltage regulators.

Collectively, these initiatives enabled the avoidance of 27,762.79 tCO_2e emissions in the current year and a cumulative 71,330.79 tCO_2e reduction since FY 2022.

Decarbonisation Strategy and Targets

MOL has pledged to reach carbon neutrality by 2050 and allocated dedicated annual investments towards:

- Energy-efficiency projects
- Emission-reduction technologies
- Renewable generation capacity expansion
- Operational digitisation for real-time monitoring

To support these goals, MOL has allocated 3.7 Cr for FY 2024-25 and 3.6 Cr for FY 2025-26 and 4.2 Cr for FY 2026-27.

In FY 2024-25 alone, we successfully offset approximately 27,762.79 tCO_2e with renewable energy, raw material optimisation, and sustainable logistics. Our GHG inventory is maintained annually and includes emissions data from subsidiaries and joint ventures, in alignment with the GHG Protocol. This transparent and data-driven approach supports continuous improvement and informed decision-making.

Action	Target	Measurement Criteria	Strategy
Scope 1 Emissions Reduction	Reduce Scope 1 Emissions by 10% by FY 2029-30 compared to base year FY 2024-25	• GHG intensity (tCO_2e/unit output) and absolute emissions (tCO_2e) measured annually as per ISO 14064-1 and GHG Protocol – Corporate Standard. • Verified through internal monitoring and third-party assurance annually. • Use of fuel consumption records, on-site energy data, and equipment efficiency data for calculation.	• Transition to energy-efficient boilers, furnaces, and DG sets. • Implement fuel switching (e.g., diesel to biofuel or natural gas). • Invest in low-emission technologies and onsite renewable energy generation (biogas, solar thermal).
Scope 2 Emissions Reduction	Reduce Scope 2 Emissions by 12% by FY 2029-30 compared to base year FY 2024-25	• Electricity consumption data (kWh) collected monthly and converted to emissions using the regional grid emission factor (CEA or IEA factor). • Measurement of market-based and location-based emissions as per GHG Protocol Scope 2 Guidance. • Periodic energy audits to verify reduction progress.	• Increase procurement of renewable electricity through Power Purchase Agreements (PPA), Green Open Access, or RECs. • Install rooftop solar or on-site renewable systems. • Improve lighting, HVAC, and motor system efficiencies. • Implement smart metering and energy management systems for real-time monitoring.
Scope 3 Emissions Reduction	Reduce Scope 3 Emissions by 15% from Mapped Categories by FY 2040 compared to base year FY 2024-25	• Measure emissions from relevant value chain categories (as per GHG Protocol – Corporate Value Chain Standard). • Use supplier data, logistics data, employee commute surveys, and procurement records. • Evaluate progress through year-on-year emission intensity per revenue or unit sold. • Conduct supplier engagement surveys and third-party verifications.	• Engage suppliers on low-carbon procurement and responsible sourcing. • Encourage use of recycled materials and optimised packaging. • Promote sustainable logistics (route optimisation, EV adoption, modal shift). • Develop supplier capacity-building programs for emission reporting and reduction. • Implement green procurement policy aligned with decarbonisation roadmap.

Initiatives to enhance sustainability across Production Practices:

Energy Efficiency at Plants

MOL upgraded its energy-efficient systems, including replacing chilling systems with high-capacity condensers and optimising brine operations. These improvements led to the complete shutdown of the chilling plant and consolidated underutilised systems. The initiative resulted in over 25.4 Lac units of annual electricity savings.

Raw Material Optimisation across Units

To lower its carbon footprint, MOL optimised input ratios of high-impact raw materials across all units. Focused on materials like Acrylonitrile, CTC, and Hexane, the project enhanced efficiency and reduced chemical use. It achieved a reduction of 708 tCO_2e in 2023-24 and 1,000 tCO_2e in 2024-25.

Steam Consumption Reduction at MEE Plant

At the MEE plant in Ankleshwar, MOL replaced old system with new automated steam supply systems. Cooling tower efficiency was also improved as part of this targeted energy-saving initiative.

The project delivered a 27.16% reduction in steam usage in FY 2024-25.

Reduction in Coal Consumption Project Ankleshwar

Ankleshwar site reduced coal consumption to 3.32 kg/kg tonnes of product in FY 2023-24 and 2.63 kg/kg of production in FY 2024-25. This reduced 6,914 tCO_2e by saving of 4,303 metric tonnes of coal in FY 2024-25.

Energy Consumption

Particulars (in GJ)	FY 2024-25	FY 2023-24
A. Renewable Source		
Electricity	1,37,477.34	1,02,448.18
Fuel Energy Consumed	48,169.53	45,444.16
B. Non-Renewable Source		
Electricity	2,14,788.56	2,14,049.40
Fuel Energy Consumed	23,25,665.27	13,37,570.41
Total Energy Consumed (A+B)	27,26,100.70	16,99,512.15
Energy intensity per rupee of turnover [Total energy consumed (GJ)/Revenue from operations (in rupees)]	0.00013604	0.000010413
Energy intensity in terms of physical output [Total energy consumed (GJ)/Total Output of Product (MT)]	47.72	33.65

GHG Emissions

Particulars (in tCO_2e)	FY 2024-25	FY 2023-24
Scope 1	2,05,205.18	1,17,253.90
Scope 2	43,375.36	42,572.05
Total Scope 1 & 2 Emission Intensity/ Revenue from Operation (In rupees)	0.00001241	0.00000979
Total Scope 1 & 2 Emission Intensity/Total Output of Product (MT)	4.35	3.16

Scope 3 Emissions

Reliable monitoring and maintaining integrity of emissions data are essential steps for successful emissions reduction. To ensure alignment with the GHG Protocol, emissions data is systematically tracked across all facilities, subsidiaries, and joint ventures. In FY 2024-25, the Scope 3 screening process was broadened to incorporate key emission sources, enabling more inclusive Scope 3 data compilation and ensuring thorough, source-level monitoring of emissions. Primary data pertaining to employee commute and business travel activities was collected to strengthen the accuracy of disclosures.

FY 2024-25 marked the beginning of a more comprehensive GHG accounting process at MOL, with a strong focus on Scope 3 emissions. The Scope 3 category boundaries have been defined in our Greenhouse Gas Emissions Assessment Report, based on which the assurance has been carried out. We have started detailed tracking in key categories such as:

Scope 3 Emissions Categorisation for FY 2024-25

Particulars (in tCO_2e)	FY 2024-25
Purchased Goods & Services	80,611.54
Capital Goods	357.91
Fuel and Energy-Related Activities Not Included in Scope 1 or Scope 2	34,530.48
Upstream Transportation & Distribution	4,870.80
Waste Generated	12,315.79
Business Travel	153.74
Employee Commuting	423.79
Downstream Transportation & Distribution	2,008.71
End of life Treatment of sold Products	28.27
Total Scope 3 Emissions	1,35,301.03
Emission Intensity tCO_2e per rupee of turnover	0.00000675

Continuous Air Emission monitoring

Meghmani Organics Limited enforces strict air quality standards at all its manufacturing facilities, consistently keeping emissions well below legal requirements. Emissions from stacks are routinely analysed by accredited laboratories, with a focus on critical pollutants such as SPM, SOx, NOx, and VOCs. To further minimise their environmental footprint, all significant process stacks are outfitted with advanced air pollution control devices like scrubbers and condensers, which are connected to an online continuous emission monitoring system (CEMS) that reports directly to GPCB and CPCB servers for ongoing compliance oversight.

Additionally, the company conducts regular performance evaluations and preventive maintenance to maintain optimal emission control and ensure continued alignment with ISO 14001 standards and the Responsible Care® initiative. These measures reflect their dedication.

CEMS data across key emission points remained constantly within prescribed regulatory limits in FY 2024-25.

The environment compliance is supported by continuous monitoring, preventive maintenance of pollution control equipment and performance review of emissions.

Case Study

Green Energy Transition and Utility Efficiency Drive

Meghmani Organics Limited (MOL) has taken significant strides in its sustainability journey through the implementation of a company-wide green energy transition and utility efficiency programme. Recognising the need to reduce dependency on conventional grid electricity and lower its carbon footprint, MOL initiated the use of renewable energy generated at its Nakhatrana wind facility in Gujarat. This clean energy was strategically routed to high-consumption sites such as Dahej, Ankleshwar, and key Agro division units. The initiative aligned with MOL's long-term decarbonisation goals and emphasised operational reliability through cleaner sources of power.

Given the energy-intensive operations of MOL's Agro and Pigment businesses, the Company adopted a dual approach—enhancing renewable energy sourcing and implementing system-wide energy optimisation measures. These included solar and wind power procurement, real-time utility performance monitoring, adoption of energy-efficient equipment (such as IE3 motors and VFDs), and close collaboration across Energy, EHS, and Sustainability teams. The integrated execution of these efforts led to substantial environmental benefits. Over three years, MOL recorded a cumulative reduction of 71,339.79 tCO_2e, with the Agro division contributing to nearly 60% of these savings. Specific emission reductions were achieved at Ankleshwar (1,976 MT) and Dahej (3,806 MT), while Company-wide renewable energy usage reached 24.5% by FY 2023-24. In addition to decarbonising operations, the initiative also supported the well-being of nearby communities by lowering the local environmental impact.

Key Outcomes

- 71,339.79 tCO_2e emissions reduced over three years
- 24.5% renewable energy share in FY 2023-24 energy mix
- 39.03% renewable energy share in FY 2024-25 energy mix

Water Consumption and Conservation

The company's focus remains on minimising freshwater withdrawal, maximising recovery and reuse, and ensuring full compliance with statutory and Responsible Care® requirements. All initiatives are guided by the principles of operational control, process optimisation, and collaborative industry engagement.

On-Site Treatment and Reuse

For complex effluents requiring advanced treatment, each facility is equipped with Effluent Treatment Plants (ETPs), Multiple Effect Evaporators (MEEs), ATFD's, and close transfer systems that treat and recover water for reuse in process and utility applications. This system significantly reduces dependence on external freshwater sources and minimises effluent discharge.

Integrated Water Management Framework

MOL follows a two-tiered approach to ensure responsible handling of all process and utility water streams:

Collaborative Infrastructure with GIDC and CETPs

MOL collaborates with the Gujarat Industrial Development Corporation (GIDC) and Common Effluent Treatment Plants (CETPs). This partnership ensures that all treated water that meets regulatory standards gets safe route of discharge, reinforcing MOL's commitment to environmental compliance and community well-being.

This integrated framework guarantees that all wastewater is either treated, reused, or responsibly discharged, contributing directly to MOL's broader goals of pollution prevention and resource conservation. This protect the ground water pollution.

Performance Highlights

Goal

Reduce freshwater consumption by 5% per metric tonne of water-intensive production by March 2030.

Progress

Achieved 9.3% reduction in total water withdrawal and improved circular-water recovery through on-site reuse and condensate-return systems.

Impact

Lowered water intensity, enhanced operational sustainability, and strengthened resilience against regional water stress.

Water withdrawal and consumption

Particulars (In kiloliters)	FY 2024-25	FY 2023-24
Groundwater	1,30,128.40	1,873.5
Third party water	11,80,098.23	10,04,252.5
Total volume of water withdrawal	13,10,226.63	10,06,126
Total volume of water consumption	7,97,386.62	4,27,875.12
Water intensity per rupee of turnover [Consumption (KL)/Revenue (rupee)]	0.00003979	0.00002622
Water intensity in terms of physical output [Consumption (KL)/tonne]	13.96	8.47

The total water withdrawal for FY 2024-25 was reconsidered following the audit exercise. Hence, the FY 2023-24 figures are not directly comparable.

Water Discharged

Source (In kiloliters)	FY 2024-25	FY 2023-24
Third party water (With treatment)	5,12,840.01	5,78,250.88
Total volume of water discharged	**5,12,840.01**	**5,78,250.88**

Waste Generation and Circular Economy

At Meghmani Organics Limited (MOL), waste management is viewed not merely as a compliance requirement but as a strategic opportunity for resource recovery, cost efficiency, and circular value creation. MOL follows a proactive and sustainable approach to managing waste, aimed at minimising environmental impact, ensuring regulatory compliance, and promoting long-term circularity across operations.

To ensure safe, responsible, and compliant waste handling, hazardous waste is disposed of through authorised vendors, while high-calorific waste is diverted to cement kilns for use as alternative fuel—reducing both landfill dependency and fossil fuel consumption. All manufacturing units operate under defined Standard Operating Procedures (SOPs), with trained personnel overseeing waste segregation, handling, and disposal within permissible limits, periodic audits, and vendor compliance verification in compliance with the Hazardous and Other Wastes (Management & Transboundary Movement) Rules, 2016.

Strategic Approach to Waste Management

Minimise

Reduce waste generation at source through process redesign and raw-material efficiency.

Recover

Recover by-products and intermediates for reuse or recycling within MOL facilities.

Reuse

Maximise reuse of materials, packaging, and process residues in closed-loop applications.

Dispose Responsibly

Ensure environmentally sound disposal through authorised recyclers or co-processing facilities.

Routine audits, robust record-keeping, and reduced use of toxic chemicals are embedded in our operations, reflecting MOL's commitment to environmentally sound and transparent waste management practices. Each site operates under Gujarat Pollution Control Board (GPCB) consent conditions, and dedicated EHS teams ensure 100% traceability and documentation in line with statutory requirements.

Key Initiatives to Reduce Waste Generation

MOL has implemented several focused interventions across its manufacturing sites to reduce process waste, recover valuable inputs, and support closed-loop systems. Key initiatives include:

Flash Distillation Upgrade for CMAC Production and Waste Reduction

MOL replaced batch distillation with flash distillation reactors in its Ankleshwar unit. The improved design enabled thin-film generation and reduced decomposition time. This led to a 22% reduction in process waste, improved yield, and enhanced process safety. The initiative lowered manufacturing costs and supported MOL's sustainability goals.

1

Hydrochloric Acid (HCl) Recycling in CMAC Process

MOL process re-engineered its CMAC process to internally reuse HCl instead of using sulphuric acid. This allowed for 100% utilisation of HCl generated during processing at the Ankleshwar plant. The initiative reduced waste output while maintaining operational efficiency.

2

Bromine Recovery at MPB Plant

MOL introduced bromine recovery at its plant to improve safety and reduce raw material use. By recovering bromine in-house, consumption dropped from 0.225 kg per kg of production to 0.185 kg per kg of production. This enhanced process safety, reduced costs, and lowered toxic effluent load.

3

Phenol Recovery from Effluent

MOL's Phenol Recovery Plant began recovering phenolics from effluent generated from plant to reduce COD levels inefficient to biological treatment section. The initiative improved ETP efficiency and helped meet regulatory discharge norms. Recovered Phenol is being purified and reused as raw material, this reduces raw material requirement.

4

Solvent Recovery Upgrade at Agro Division

MOL Agro implemented a process upgrade in its Hexane recovery system with a common vent header and tail condenser. The setup reduced VOC emissions and improved Hexane recovery performance. Hexane losses were lowered by 26.09%, reducing consumption from 0.456 to 0.337 kg/kg of CMAC production.

5

Pigment Beta Plant Effluent, Gypsum, Copper Sulphate ($CuSO_4$), Aluminium Hydroxide ($Al(OH)_3$)

Recovered and reused gypsum, copper sulphate ($CuSO_4$), and aluminium hydroxide [$Al(OH)_3$] as by-products. Implemented beta-plant effluent recovery and process-water recycling to reduce waste load.

6

MOL eliminated **7.98 kg** of mercury by replacing twenty-four mercury-based manometer devices with digital ones, achieving a reduction in mercury use. Annual mercury procurement decreased sharply, from **36 kg/yr** to **5.25 kg/yr** over three years, reflecting a significant reduction in mercury use.

Over **34,053.38 MT** of waste recovered or reused in FY 2024-25, reflecting a circular recovery rate of **49.81%** of total waste generated

Waste Generated (in Metric Tonnes)	FY 2024-25	FY 2023-24
Plastic waste	258.54	47.91
E-waste	0.00002	21.66
Bio-medical waste	0.009	0.004025
Construction and demolition waste	64.56	0
Battery waste	2.20	0
Other Hazardous waste	64,265.22	47,252.91
Other Non-hazardous waste generated	3,770.06	17,680.95
Total	68,360.59	65,003.43
Waste intensity per rupee of turnover [Total waste (MT)/Revenue (rupee)]	0.00000341	0.00000398
Waste intensity in terms of physical output [Total waste (MT)/tonne of production]	1.20	1.29

The total waste generated for FY 2024-25 was reconsidered following the audit exercise. Hence, the FY 2023-24 figures are not directly comparable.

Waste Diverted from Disposal (Metric Tonnes)

Category	FY 2024-25	FY 2023-24
Recycled	2.20	33,692.29
Re-used	-	5,553.60
Other recovery operations	34,051.19	1,607.18
Total	**34,053.38**	**40,853.07**

Waste Directed to Disposal (Metric Tonnes)

Category	FY 2024-25	FY 2023-24
Incineration	0.01	134.82
Landfilling	25,606.96	22,323. 18
Other disposal operations	11,026.35	227.49
Total	**36,633.32**	**22,685.49**

All of the waste generated is typically disposed of or recovered, but not always within the same year, which accounts for the mismatch between waste generation and disposal/recycling figures.

Case Study

1

Circular Reuse of HDPE Drums

In pursuit of packaging sustainability, MOL has implemented a circular reuse model for High-Density Polyethylene (HDPE) drums at its Panoli and Dahej units. Previously used once for chemical dispatch, these 9.2 kg drums now undergo a systematic cleaning and quality-assurance cycle, allowing safe reuse up to approx. 15+ times before disposal to authorised recyclers. This initiative significantly extends the lifecycle of plastic packaging, curtails virgin plastic demand. The model aligns with MOL's commitment to sustainable packaging.

Key Outcomes

- Over 6,800 HDPE drums reused, avoiding single-use plastic generation.
- Approx. 306 kg CO_2 saved per drum lifecycle.
- Reduced packaging costs and improved ESG performance.

2

Bio-Based Fuel Substitution at Vatva

To reduce reliance on fossil fuels, MOL's Vatva Green Pigments Plant, this site uses bio-based fuel. The biofuel, derived from biogenic waste oils and agro residues, offers comparable energy output with a lower carbon footprint and reduced particulate emissions. This initiative has lowered Scope 1 CO_2 emissions, improved local air quality, and enhanced process safety due to its lower volatility.

Total use of biofuel in 23-24 and 24-25 was 3,818.5 MT and 4,152.5 MT, this helped in avoiding 12,657 MT tons of CO_2 in last two years.

Biodiversity and Land Use Management

All manufacturing facilities of Meghmani Organics Limited are located within designated industrial estates (GIDC) and are not situated in or near any eco-sensitive zones, protected habitats, or areas of high biodiversity value. Environmental Impact Assessment (EIA) studies have been conducted for all sites, confirming that operations have no significant impact on local biodiversity, flora, or fauna, and that no rare or endangered species are present nearby.

Our site selection and environmental management practices are designed to prevent land use change, habitat disturbance, and ecosystem degradation. While direct biodiversity impacts are minimal, the Company remains committed to responsible land stewardship through greenbelt development, pollution prevention, and continuous monitoring to preserve ecological balance.

Key initiatives include:

- Conducting Environmental and Social Impact Assessments (ESIAs) before any major expansion or new project.
- Maintaining green belts covering over 33% of available land at Dahej and Ankleshwar.
- Native tree plantation drives to enhance local biodiversity.

Greenbelt - Biodiversity Co-benefits and Carbon Sink Initiatives

To strengthen green cover across its manufacturing sites as part of its environmental stewardship and climate-resilience efforts.
In FY 2023-24 and FY 2024-25, around 3,000 saplings were planted across units to enhance air quality and ecological balance.

Around 3,000 plus trees are maintained across MOL sites, significantly supporting our long-term climate resilience and biodiversity goals, actively contributing to carbon sequestration and environmental sustainability.

Tree counts and survival rates are reviewed quarterly, with tracking by age group — below 2 years, 2–3 years, and above 3 years. Native, pollution-tolerant species are preferred to improve biodiversity and reduce maintenance needs. These greenbelts serve as natural dust and noise barriers, aid in carbon absorption, and align with environmental clearance and GIDC landscape requirements.

Noise and Odour Control

MOL recognises that noise and odour, influence both environmental quality and occupational health. A comprehensive control framework has been established to ensure compliance with national regulations while safeguarding ambient environmental protection and workplace well-being.

We have implemented Noise Monitoring and Control Measures:

Ambient Noise Monitoring is conducted on quarterly basis at all sites, sampling of ambient noise monitoring is normally done outside of plants, open areas, along boundaries in accordance with prescribed CPCB norms. All monitored levels consistently remain within regulatory limits.

Occupational Noise Monitoring is carried out in all operating areas of manufacturing, utilities etc. High-noise zones such as utility areas, reactors, DG sets, and mills are marked s high noise areas. All these are being mapped quarterly to track trend variations.

Engineering Controls
DG sets are fitted with acoustic enclosures and anti-vibration pads. Process equipment such as blowers, chillers, and compressors are isolated, fitted with anti-vibration pads, or enclosed to minimise sound propagation.

Administrative Controls
Only trained and authorised personnel are permitted to operate in areas above 85 dB. Workers are provided with certified hearing protection PPEs (earmuffs, plugs) in designated zones.

Medical Surveillance
All employees undergo periodic audiometric examination.

Odour and VOC Control

01
All potential odour-generating processes are equipped with scrubber systems designed to treat acidic, alkaline, and solvent-laden vapours.

02
VOC (Volatile Organic Compound) Monitoring is conducted regularly across identified hotspots, including storage tanks, formulation units, and utility areas.

03
VOC levels have consistently remained within acceptable exposure limits as per regulatory norms and internal standards.

04
Additional mitigation measures include fume extraction systems, proper lid management on tanks, and leak sealing programs as part of PSM.

As on FY 2024-25, Zero cases of noise-induced hearing loss or related conditions have been reported.

Product Sustainability

Meghmani Organics Limited continues to invest in R&D to reduce environmental impact across its product portfolio. The company's research initiatives focus on developing low-VOC, water-based, and dry-powder formulations that minimise solvent use, emissions, and waste generation during production and application. In alignment with India's sustainable agriculture goals, MOL is also promoting nano-urea, a next-generation nutrient solution with significantly lower environmental footprint compared to conventional urea.

Sustainable Consumption

Approach to sustainability includes a clear focus on sustainable consumption—minimising.

MOL's sustainability approach emphasizes efficient resource use—optimising sourcing, utilisation, recovery, and management of materials, energy, and water. The company has increased its solar and wind energy share, reducing dependence on coal power and cutting GHG emissions. Resource efficiency is further strengthened through condensate recovery, chemical and bromine reuse, and use of recycled packaging materials such as HDPE liners and cartons. Collaboration with vendors supports packaging circularity and lightweighting.

Approach to Sustainable Consumption:

Domain	Focus Area
Energy Efficiency	Renewable energy adoption, heat recovery and grid stability improvements
Resource Recovery and Recycling	Packaging recovery, chemical reuse, bromine recovery and recycled HDPE/LDPE
Process Innovation	Automation, yield, water optimisation and reuse
Product Sustainability	Product efficiency LCT integration, pigment product LCA and carbon footprint assessment

Eco Design and Product Carbon Footprint

Meghmani Organics Limited has initiated Product Carbon Footprint (PCF) assessments to quantify greenhouse gas emissions across the production cycle of key products. During FY 2024-25, the PCF study for Blue Pigment was completed, identifying major emission hotspots and opportunities for efficiency improvement. A similar study for Green Pigment is planned in FY 2025-26. Insights from these assessments guide process optimisation, cleaner raw-material choices, and packaging improvements—supporting MOL's broader move toward eco-design and low-carbon product development.

Chemistry of Social Sustainability

Nurturing a Diverse Workforce

Meghmani Organics Limited is committed to ensuring a safe, healthy, and compliant workplace by aligning with ISO 45001:2018, Responsible Care® principles, and strong internal governance. Committed to cultivating a positive, inclusive, and empowering workplace for employees to thrive. From recruitment to career progression, every stage is designed to be fair, unbiased, and growth-oriented. Focused on increasing the representation of both genders and people with disabilities we are building a workforce reflecting true diversity.

Core principles of MOL are dignity and respect; equity and opportunity; safe work environment; human rights protection; capacity development and transparent grievance mechanisms.

Voluntary turnover among permanent employees remained largely stable year-on-year at approximately **36.9%**, while turnover among permanent workers declined significantly from **24.28%** to **11.28%**.

GENDER DIVERSITY AND INCLUSIVITY AMONGST THE WORKFORCES

	♂	♀
Permanent Employees	855	13
Other than Permanent Employees	499	0
Permanent Workers	360	0
Other than Permanent Workers	1,290	13

TURNOVER RATE FOR PERMANENT EMPLOYEES AND WORKERS

PARTICULARS	MALE		FEMALE		TOTAL	
	FY 24-25	FY 23-24	FY 24-25	FY 23-24	FY 24-25	FY 23-24
Permanent Employees	36.85%	37.20%	38.46%	38.46%	36.88%	37.22%
Permanent Workers	11.28%	24.28%	0.00%	0.00%	11.28%	24.28%

Embedding Social Responsibility into Daily Operations

It is central to MOL's culture. Rather than functioning as isolated initiatives, the Company ensures that its social and ethical policies are lived by every employee and contractor through:

- Induction: All new joiners complete EHS, Code of Conduct, and anti-bribery training within 30 days.
- Behavioural Integration: Regular safety and human rights dialogues conducted across all sites.
- Workforce Voice: Continuous worker feedback and grievance resolution tracking.
- Learning Culture: Around 95% of employees trained annually on safety, sustainability, and ethics.
- Inclusive Workplaces: Diverse representation across all levels, with mentoring and gender inclusion driven by site HR plans.
- Employment stability: To safeguard livelihoods and maintain employee morale during business fluctuations, the Company implements measures such as strategic manpower planning to balance staffing needs through natural attrition and redeployment rather than sudden downsizing. When volumes shift, employees are reassigned to suitable units or projects based on their skills. Cross-training and multi-skilling programs equip both employees and contract workers for versatile roles, allowing flexible deployment across plants and functions.

Employee and Labour Well-being and Benefits

At MOL, employee well-being is a core commitment. We safeguard health, safety, financial security, accessibility, and emotional wellness through structured benefits, insurance, and inclusive infrastructure. From retirement planning to medical and accident coverage, our workforce feels protected and supported at every stage of their careers. Wages are at or above legal norms and reviewed periodically for maintaining competitiveness. Employee engagement at MOL is strengthened through team interactions, consultative forums, and leadership connect programs. Focused training enhances technical, behavioural, and EHS skills, while physical and mental wellbeing are promoted through dedicated health programs. Regular surveys and feedback systems capture employee insights, driving continuous workplace improvement.

Policies Under Social Sustainability Framework

Under its Social Sustainability Framework, the Company implements robust policies covering human rights, diversity and inclusion, occupational health and safety, and prevention of exploitative labour practices. These include zero tolerance for child, forced, or bonded labour, promotion of gender equality and accessibility, respect for freedom of association, and maintenance of safe, harassment-free workplaces. Ethical conduct is reinforced through the Code of Conduct, whistle-blower protections, and supplier standards, while community engagement is advanced via CSR initiatives in education, health, water, and livelihoods.

Working Conditions, Employee Well-being and Work-Life Balance

MOL maintains respectful, inclusive working environments across all sites, complying fully with labour laws and extending voluntary welfare measures to support health, dignity, and work-life balance. Industrial hygiene standards are upheld through adequate lighting, controlled noise and odour levels, and regular studies.

Safety instructions are communicated to all employees and contractors, with PPE, safe facilities, and occupational health centres provided. Benefits include statutory leave provisions, subsidised meals, transportation, and wellness programs covering mental health, stress management, and retirement planning. Medical support is available for employees and their families, while cultural events and engagement platforms, including POSH and grievance committees and collective bargaining forums, foster a positive and supportive workplace.

Key Well-being Initiatives

1

Retirement & Social Security

- 100% PF coverage for employees and workers
- Gratuity: 99.08% employees, 100% workers, 100% social-security coverage
- ESI coverage: 14.40% employees, 10% workers

2

Accessibility & Inclusion

Barrier-free infrastructure supporting individuals with disabilities, ensuring inclusivity and diversity

3

Emotional & Social Security

Inclusive engagement activities fostering trust, recognition, and social belonging

4

Healthcare Support

Comprehensive access to non-occupational healthcare and medical services for holistic wellness

5

Retirement Transition

Pre-retirement counselling, financial planning sessions, and guidance on long-term savings for smooth career transitions

Employee Feedback Mechanisms, Perception Surveys-Worker voice

MOL assesses workforce satisfaction, workplace experience, and safety culture through Annual Voluntary Employee Perception Surveys that capture both quantitative and qualitative insights across welfare, grievance response, supervision, training, and EHS culture.

In FY 2024-25:

71% of employees participated in workplace satisfaction surveys (up from 63% in FY 2023-24).

82% participated in EHS perception assessments (compared to 65 % in FY 2023-24).

70% expressed confidence in site-level safety systems (baseline 67% in previous year).

92% reported satisfaction with welfare and hygiene facilities (baseline 85%).

69% felt supervisory support improved (baseline 58).

86% felt trainings are adequate, training adequacy scores improved by 11%, driven by enhanced coverage and competency reinforcement.

Survey findings are shared with functional heads and HR teams and discussed during Corporate Management Review Meetings. These insights enhanced training modules, improved welfare facilities, and strengthened safety communication.

Grievance Redressal Mechanism

A structured grievance redressal system is supported through channels under the Whistleblower Policy, enabling employees, vendors, and stakeholders to report suspected instances of unethical conduct confidentially and without fear of retaliation.

MOL's Grievance Handling Policy ensures confidentiality, fairness, non-retaliation, and timely resolution for employees, contractors, and stakeholders through managers, HR, or internal committees. Open dialogue is further promoted via HR-worker safety meetings, contractor EHS feedback forums, a Whistleblower Policy, and regular safety meetings with contractors.

During FY 2024-25, Meghmani Organics Limited did not receive any formal grievances from vulnerable or marginalised stakeholder groups. However, the company remains committed to proactive engagement with such communities as part of its inclusive and socially responsible approach.

Case Study

Advancing Gender Balance, Diversity, Equity, Inclusion and Non-Discrimination

Meghmani Organics Limited (MOL) is committed to creating a diverse, equitable, and inclusive workplace through measurable outcomes and sustained practices. As of FY 2024-25, women make up 10% of the Board and corporate office workforce, with over 13 women engaged in site operations across company and contract roles—a key step in enhancing gender participation in manufacturing. The Company aims to reach ≥10% overall female representation by FY 2029-30, supported by cross-functional exposure and workplace adaptation initiatives.

MOL's workforce reflects PAN-India diversity, spanning multiple states, languages, and socio-economic backgrounds. Recruitment and HR processes uphold strict non-discrimination, with merit-based hiring and no collection of caste, religion, or community data. The Company employs over seven Persons with Disabilities, ensuring tailored workplace arrangements for effective participation. Awareness programs, manager sensitisation, and localised communications foster respect, inclusion, and equal opportunity. These actions are embedded within Equal Opportunity and Social Dialogue Policies, HR frameworks, and the Code of Conduct, reinforcing MOL's inclusive culture across all operations.

Employee Training & Development

The company conducts quarterly training sessions for onsite service providers across all major sites, including Vatva, Panoli, Dahej, and Ankleshwar. The awareness programs also include contractor onboarding trainings, dealer and farmer trainings, customer training in the domestic market, and transporter trainings.

Periodic training sessions and communication initiatives are conducted to educate employees on recognising and responding appropriately to any unethical practices along with providing ongoing training and awareness programs for employees on safe work practices and emergency response.

Key Managers and Heads of Departments have progressed through internal career advancement pathways, demonstrating our commitment to developing talent from within and aligning leadership growth with organisational needs.

This internal promotion approach is part of our succession planning and capability development strategy, ensuring continuity in expertise, cultural alignment, and long-term stability in key positions.

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEES

Particulars	FY 2024-25	FY 2023-24
Permanent Employees	20.03	19.61
Other than Permanent Employees	18.19	17.80
Total	**19.75**	**19.33**

AVERAGE HOURS OF TRAINING PER YEAR PER WORKERS

Particulars	FY 2024-25	FY 2023-24
Permanent Workers	15.95	14.43
Other than Permanent Workers	12.68	11.99
Total	**10.27**	**10.10**

FOCUS AREAS OF TRAINING:

EMPLOYEE-FOCUSED

Leadership development, career growth, Code of Conduct & POSH, safety & hygiene, labour and human rights, workplace discipline, communication, and sustainability through responsible procurement and advanced environmental practices.

WORKER-FOCUSED

Safe product handling, packing & spillage control, emergency response, ergonomic awareness, workplace hygiene, and daily work ownership.

Integrated Learning Framework

MOL fosters a culture of continuous learning and responsible conduct through a comprehensive training ecosystem that spans its entire workforce and value chain—including employees, contract workers, suppliers, dealers, farmers, and transporters.

Structured induction programs introduce new personnel to the Code of Conduct, EHS, POSH, process safety, and emergency response standards. Technical and functional training covers process safety, occupational health, environment, quality, and Responsible Care® practices. Behavioural and leadership programs strengthen communication, collaboration, and ethical decision-making, while human rights and compliance sessions promote fairness and inclusion. Additionally, product-stewardship training enhances customer and stakeholder awareness of safe product handling and emergency preparedness.

Impact & Reach of the training programs (FY 2024-25)

- Skill Development: 68.78% of employees and 59.17% of workers trained.
- Performance Reviews: 100% workforce covered.
- Training strengthened safety culture, operational excellence, and ethics, ensuring a protected, skilled, and motivated workforce. Through a dual focus on well-being and training, MOL ensures its workforce is protected, skilled, and motivated.
- Safety & Compliance: 100% of operational employees and contractors are trained in safe work practices and emergency response.
- Knowledge Extension: External training for farmers, dealers, and transporters enhances product safety and responsible handling.
- Comprehensive grievance mechanisms operational at all sites.

Strategic Objectives for FY 2024-25 to 2026-27

1. Maintain 100% employee coverage under Human Rights and Ethics training.
2. Maintain Zero incidents of child, bonded, or forced labour across value chain.
3. Maintain 100% contractor compliance with labour welfare and safety standards.
4. Improve employee engagement index to >90% by FY 2026-27.

Human-Capital Philosophy: "Where Dignity, Diversity, and Safety Shape Sustainable Progress."

These engagements strengthen MOL's safety governance, driving hazard control, fewer incidents, higher employee ownership, and compliance across all sites. Aligned with Responsible Care, GRI, and ISO 45001, MOL stands as a benchmark for safety-led, sustainable operations in the crop protection and pigment industry.

People and Leadership at Meghmani Organics Limited

At MOL, people are central to organisational growth. We nurture a culture of transparency, inclusion, and well-being through fair recruitment, career progression opportunities, skill-building, and wellness programmes ensuring every employee's journey is rewarding.

Leadership Commitment to EHS and Governance

MOL's top management plays a pivotal role in embedding safety, accountability, and continuous improvement across all operations. Guided directly by the CMD and COO, leadership commitment is demonstrated through structured actions and measurable outcomes.

Engagement & Governance Actions (FY 2022-25)

- Management Review Meetings (MRMs): Held four times annually by the CMD, ensuring oversight of EHS and sustainability 100% complied.
- Central Safety Committee Meetings: 16 meetings annually, driving improvements through data-driven reviews 100% complied.
- Departmental Safety Committee Meetings: Increased from 97 (FY 2022-23) to 168 (FY 2024-25), deepening employee participation at shopfloor level.
- Contractor Safety Meetings & Tank Farm Audits: Conducted quarterly to align external partners with MOL's safety expectations.
- Leadership EHS Walkthroughs: 24 annually, strengthening direct engagement between leaders and frontline teams 100% compliance.
- Audits & Checks: Growth in SOP/System Audits, Housekeeping Audits, and Reaction Control Effectiveness Checks, reinforcing hazard identification and operational discipline.

Case Study

Empowering Vulnerable Workforce Segments Through Skill Development

Strengthened inclusion and workplace safety by training key workforce segments including women employees, contract and migrant labour, truck drivers, canteen staff, and entry-level recruits.100% women employees trained on POSH, workplace ethics, and grievance mechanisms.100% contract and migrant workers covered through safety inductions, toolbox talks, and role-based training.100% drivers engaged through annual contracts are trained in defensive driving, emergency response, and hazardous transport protocols.100% canteen staff trained on hygiene, sanitation, and safe food practices.100% newly recruited employees equipped with technical and process safety training.

These initiatives resulted in 100 percent mandatory POSH coverage for women, zero reportable transport incidents, improved skill competency among contract workers, and stronger compliance in site canteens. This enhanced capability, safety, and inclusion across its operations and value chain.

Human Rights and Labour Practices: A Core Commitment

The company's Human Rights Policy applies across its operations, including contractors and suppliers, and aligns with relevant laws such as the Child Labour (Prohibition and Regulation) Act, 1996. Meghmani Organics is committed to fostering a workplace that upholds fair treatment, equal opportunity, and mutual respect for all individuals. At MOL, continuous learning drives ethical conduct, professional growth, safety, and sustainability.

Freedom of Association and Collective Bargaining

Meghmani Organics Limited upholds the right to freedom of association and collective bargaining, in line with the Constitution of India, applicable labour laws, and international conventions. Through its Social Dialogue Policy, employees are free to form unions, elect representatives, and engage in constructive discussions with management without fear of discrimination. Formal unions operate at three manufacturing sites, with elected committees participating in regular dialogues on wages, working conditions, safety, and welfare, leading to mutually respected agreements.

The HR team conducts at least two formal worker dialogue meetings annually at each site, supported by structured grievance systems and leadership visibility across the shop floor. Similar interactions are held with nearby communities to address shared social and workplace concerns. An open-door policy enables workers to approach management at any time, reinforcing a participative, transparent, and respectful workplace culture. In 23-24 and 24-25, we have conducted 20 formal joint meetings with workers across the three unionised sites.

Meghmani Organics Limited integrates human rights due diligence into its Supplier Assessment Questionnaire (SAQ) process to promote ethical and responsible practices throughout its value chain. This due diligence covers key areas such as fair labour practices, which include the prohibition of child and forced labour and compliance with legal standards on wages and working hours. It also emphasizes respect and equal treatment by ensuring a workplace free from discrimination and harassment.

Human Rights Management System

MOL integrates respect, fairness, and dignity into every aspect of its operations and value chain through a structured Human Rights Management System designed to protect the wellbeing of employees, contractors, and suppliers. Jointly driven by HR, EHS, and Procurement teams under corporate oversight, the framework follows six core steps:

01 Identify and Evaluate: Conduct regular audits and site inspections to assess risks such as child labour, forced labour, discrimination, and unsafe conditions.

02 Integrate and Implement: Embed preventive measures into contracts, supplier reviews, and mandatory induction programs on workplace rights and the Code of Conduct.

03 Monitor and Review: Maintain compliance through grievance tracking, audit results, and monthly performance dashboards.

04 Communicate and Educate: Promote awareness via training, policy updates, and transparent disclosures in sustainability and BRSR reports.

05 Resolve and Support: Provide confidential grievance channels ensuring timely resolutions and protection against retaliation.

06 Strengthen and Improve: Continuously refine processes based on feedback, audit outcomes, and regulatory changes, reinforcing responsible workplace standards.

Cycle of social chemistry in action

Key highlights include:

- Zero incidents of discrimination reported in the year demonstrating the strength of our inclusive and equitable work culture.
- Strict prohibition of child, forced, or compulsory labour across operations and supply chain.
- Multiple grievance channels with swift corrective actions to uphold equity and inclusiveness.
- Conducting broad-based human rights training at all organisational levels, ensuring awareness and accountability are deeply embedded across our workforce.
- No layoffs or involuntary separations, supported by workforce redeployment, skill diversification, and proactive manpower planning.
- Zero unresolved complaints reported during FY 2024-25.

TRAINING COVERAGE ON HUMAN RIGHTS (FY 2024-25)

Employee Category	% of Employees Trained	% of Workers Trained
Permanent Workforce	94.47%	100%
Non-permanent Workforce	100%	91.48%

Occupational Health and Safety Excellence

At Meghmani Organics Limited (Agro Division), occupational health and safety is more than a statutory requirement- it is a core organisational value woven into every decision, process, and operational activity. Guided by internationally recognised frameworks such as Responsible Care®, GRI, and ISO 45001:2018, we operate a fully integrated OHS Management System across all manufacturing sites. This system is anchored in robust governance, strong leadership accountability, proactive risk management, and an inclusive reporting culture that empowers every individual to take ownership of safety.

Strategic Priorities:

- Zero Harm Goal
- Integrated EHS System
- Worker Participation
- Preventive Programs
- Health Infrastructure
- Training Coverage
- Performance Monitoring

Our approach covers the entire safety lifecycle, from hazard identification, risk assessment, and engineering controls to emergency preparedness, incident investigation, and continuous capability building. By aligning OHS initiatives with ISO 9001 (Quality) and ISO 45003, we ensure operational consistency, and sustained compliance.

Key Pillars of OHS at MOL

Social Chemistry in Action

- **Governance and Leadership Accountability**

  Apex policies, including the EHS&S Policy, Sustainability Policy, and Code of Conduct, have been updated to meet evolving global expectations. A top-down accountability structure ensures that the CMD and CEO chair quarterly Management Review Meetings, tracking over 40+ leading and 17 lagging indicators. These are reinforced by site-level reviews, central safety committee meetings, and monthly departmental safety committee meetings, ensuring 100% leadership engagement in OHS execution.

- **Safety as a Management Responsibility**

  Safety performance is directly tied to managerial KRAs- from CMD to shopfloor supervisors—embedding accountability at every level. Department heads and shift in-charges are appraised on proactive safety contributions and compliance with EHS requirements.

- **Process Safety Management (PSM) Excellence**

  Dedicated PSM function, aligned with CCPS elements and Responsible Care® codes, has increased our Agro Division's maturity score from 1.50 to 1.92 over 1 year. Initiatives like 48 HAZOP studies, PSSR implementation, strict MOC compliance & quarterly reviews.

- **Comprehensive Risk Management**

  Structured tools-HAZOP, HIRA, JSA, JRA, PSSR across all high-risk operations. Hazardous reaction audits, VOC monitoring, & annual HORS reviews ensure live, effective risk controls.

- **Data-Driven Safety Performance**

  Custom dashboards and monthly MIS reports give real-time visibility into OHS KPIs. Engagement scores improved from 60% to 70% against our 600-point evaluation system, reflecting stronger discipline, responsiveness and continued efforts.

- **Global Recognition**

  The Agro Division earned the Responsible Care® (valid until 2027) and achieved a "Committed" badge in its first EcoVadis assessment with a 50% score. We are targeting a Silver Rating in the next cycle.

- **Inclusive Safety Reporting Culture**

  Our reporting mechanisms empower all employees and contract workers to raise hazards, near-misses, or improvement ideas without fear of retaliation. Reports can be submitted openly or anonymously via supervisors, safety departments, or suggestion systems.

- **Audits & Monitoring**

  Conducting monthly internal evaluations across ten safety parameters and regularly undergo external audits. Additionally, our Integrated Management System (IMS) aligns ISO 45001 (safety), ISO 14001 (environment), and ISO 9001 (quality), ensuring consistency, efficiency, and continuous improvement. Sustainable Procurement Audit SOP implemented, internal audits by Legal & EHS teams to monitor ESG and compliance.

OHS Policy Framework and Management System

MOL's OHS Management System is aligned with ISO 45001 and integrates CCPS and Responsible Care® Process Safety Code principles. The framework emphasizes robust governance through site-level OHS committees, audits, inspections, and continuous improvement programs. All sites maintain risk registers, incident logs, and training matrices to ensure accountability and traceability.

Coverage of OHS Management System

- Permanent Employees: 100% of MOL's workforce is covered under the OHS management system; all sites except one are ISO 45001–certified. Core programs include leadership safety walks, permit-to-work audits, and pre-start-up safety reviews (PSSR).
- Contract Workforce: 98% coverage achieved through mandatory induction, daily toolbox talks, and medical fitness checks; ISO 45001 certification applies at Dahej, Ankleshwar and panoli site.
- Visitors & Transporters: 95% coverage ensured via driver safety orientation, vehicle inspection, and 24×7 emergency protocols for safe on-site operations.

Chemistry of Care: Embedding a Zero-Harm Culture and Engineering a Safer Tomorrow

- Training & Health: 4,200+ training sessions; 94% employees and 99% permanent workers insured; regular medical checks; zero fatalities; reduced lost-time injuries.
- Risk Engineering: 100+ HAZOPs, 500+ HIRAs, 275+ PSSRs conducted in FY 2024-25. Systems strengthened via interlocks, flame arrestors, vent filters, automation.
- Leadership Commitment: 2,000+ action items tracked; 25% directly linked to process safety. Senior leaders conducted site tours, dialogues, and safety reviews.
- PSM maturity score improved from 1.50 to 1.92 in 2024-25, on the scale of 1 to 5.
- Industry Collaboration: Training delivered to companies like Godrej, Indofill, GCL, MIL under Responsible Care® clause of sharing best practices.
- Emergency Preparedness: Conducted 15+ field drills and 15+ Tabletop mock drills across our Dahej, Panoli, Ankleshwar, and Vatva sites- covering both day and night shifts over two years covering fire, explosions, spills, transport, security and environment incidents. 33% workforce trained as Emergency Response Team. CMD/COO observed drills, with learnings integrated into SOPs and training.

Operational Safety Enhancements (FY 2024-25):

Key Safety Measures Implemented

Fire and Emergency Preparedness

Based on technical assessment installed a firewater reservoir, high-capacity pumping station, and a new piping network at Agro-Division, Ankleshwar. Interlinked fire hydrant systems between two plants, enabling shared access to water reserves in emergencies.

Structural and Operational Safety

Replaced ageing energy bridges and pipeline racks with load-certified structures, improving operational stability. Introduced a mechanised charging system for sodium cyanide handling, eliminating manual exposure for over 50 employees.

Collaborative Safety Networks

Launched the Cross-Site Audit Initiative in 2023, boosting best practice adoption by 20% through peer reviews, workshops, and shared learning. Formed the Mutual Aid Response Group with neighbouring industries, enabling joint emergency response protocols.

INJURY AND ILL-HEALTH STATISTICS

COMPANY EMPLOYEES AND CONTRACT WORKER

INDICATOR	FY 2024-25	FY 2023-24	CHANGE %	Remarks
Total Recordable Injury Rate (TRIR)	0.7	1.5	-53%	Improvement due to enhanced supervision
Lost-Time Injury Frequency Rate (LTIFR)	0.2	0.5	-60%	Process controls strengthened
Fatalities (Employees/Contractors)	0/0	0/0	-	Zero-fatality year
Total Injuries (Employees + Contractors)	2	4	-	-
Occupational ill-Health Cases	0	0	-	Nil cases reported
Total Safe Hours Worked (Mn hrs)	7.63	3.75	103.5%	Higher operational intensity
Total Recordable Injury Rate (TRIR) - Company Employees	0.0	0.8	-100%	-
Total Recordable Injury Rate (TRIR) - Contract Workers	1.1	1.9	-42.10%	-
Lost-Time Injury Frequency Rate (LTIFR) - Company Employees	0.0	0.3	-100%	-
Lost-Time Injury Frequency Rate (LTIFR) - Contract Workers	0.4	0.7	-42.9	-
Fatalities - Company Employees	0	0	-	-
Fatalities - Contract Workers	0	0	-	-
Total Injuries - Company Employees	0	1	-	-
Total Injuries - Contract Workers	2	3	-	-
Occupational ill-Health Cases - Company Employees	0	0	-	-
Occupational ill-Health Cases - Contract Workers	0	0	-	-

OHS Training and Capacity Building

MOL prioritises continuous capacity building to strengthen workplace safety and operational discipline across all sites. The company's OHS training framework focuses on enhancing employee awareness of process safety, emergency response, and risk control, aligned with ISO 45001 and Responsible Care® principles. Training programs are tailored for different workforce categories, combining classroom sessions, mock drills, and hands-on demonstrations to reinforce safe work behaviour and accountability.

Health and Safety Measures Training

Percentage of Human resources covered under training

On-site Medical Facilities

Occupational Health Centres at all major sites with qualified medical officers.

Medical Surveillance

Annual & pre-employment health check-ups (100% coverage).

Health Promotion Programs

Physiological, psychological/mental health programs, stress-management workshops, ergonomic awareness sessions.

Emergency Response System

Ambulance services, first-aid teams, tie-ups with specialty hospitals and disaster management/control centres.

Case Study

Employee Engagement & Recognition – Building a Culture of Participation

At Meghmani Organics Limited (MOL), employee engagement is at the heart of our "Chemistry of Protection" philosophy. We believe that a safe and sustainable workplace thrives when every individual—be it an employee or a contract worker—actively participates in shaping the culture of safety and responsibility.

Through structured initiatives such as National Safety Week, World Environment Day, and monthly awareness campaigns, MOL has nurtured an inclusive platform where employees share ideas, showcase innovations, and reinforce ownership of environmental and safety practices. Over the last three years, these programs have evolved from awareness-building to recognition-driven engagement, fostering motivation and sustained participation across all divisions.

100%
workforce medical surveillance

Zero
occupational illness cases

Periodic health & hygiene audits

Tie-ups with local hospitals for emergency response

CONSOLIDATED PARTICIPATION & RECOGNITION SUMMARY

FINANCIAL YEAR	TOTAL RECOGNITIONS (PRIZES + CONSOLATIONS)	TOTAL RECOGNITIONS (PRIZES + CONSOLATIONS)	KEY INSIGHTS & HIGHLIGHTS
FY 2022-23	1,482	967	Initiated participative safety programs across divisions; first unified celebrations of National Safety Week and World Environment Day.
FY 2023-24	1,453	1,078	Participation stabilised with higher recognition rates (+11%); contract-worker inclusion strengthened through multi-site contests and environmental campaigns.
FY 2024-25	1,874	1,088	Participation grew by 29%; recognitions increased further, driven by leadership involvement and incentive-linked programs.

Highlights

- 4,809 participants and 3,133 recognitions across Meghmani sites.
- 27% overall growth in engagement since FY 2022-23.
- Expanded participation of contract workforce (518 participants in FY 2024-25) promoting equity and inclusion.
- Recognition categories broadened to include Safety Innovation, Best Contractor Team, and Safety Champion, embedding a culture of shared achievement and continuous improvement.

Customer Health, Safety and Environment

With international reach across more than 75 countries, the Company takes its commitment to customer safety seriously, across both domestic and global markets, acknowledging its responsibility to supply goods in a sustainable and safe manner.

Customer feedback and complaints are managed by the Marketing Department, which collaborates closely with relevant functions including Production, QA, EHS, logistics, Supply Chain, and Research & Development to deliver comprehensive and timely resolutions. This coordinated approach ensures effective handling of customer concerns, promotes satisfaction, and supports continuous improvement throughout the organisation.

Safe Products, Responsible Communication

MOL ensures the manufacturing, labelling, and transportation of all crop protection and pigment products in strict adherence to applicable Indian and international regulations, including the Insecticides Act, GHS, IMDG, and REACH. Product labels, Safety Data Sheets, and technical bulletins are continually reviewed and updated by the QA, EHS, and R&D teams to maintain precise hazard communication and safe-use guidance. Customer safety is safeguarded through a centralised tracking system that delivers complete traceability and enables cross-functional issue resolution. In FY 2024-25, MOL recorded zero EHS-related product complaints or recalls, underscoring its robust quality control practices and commitment to responsible product stewardship.

Empowering Farmers-Safety through Awareness

To promote the safe and responsible use of crop protection products, especially in rural areas, MOL conducted over 300 training sessions, benefiting more than 10,089 farmers across India. Aligned with GRI; BRSR Principle 5; Product Stewardship Code; SDG 3 and SDG 12. The structured outreach programmes combine field demonstrations, indoor training sessions, and interactive engagement forums focus on:

- Safe handling, storage, and application of pesticides & Responsible disposal of chemical containers and waste.
- Crop-specific guidelines on dosage and spray intervals.
- Personal Protective Equipment (PPE) usage awareness & Emergency response preparedness.
- Providing practical instructions for preventing soil, water contamination along with safe disposal practices.

Engaging B2B Customers-Safety by Design

To ensure end-to-end safety, MOL held six on-site awareness sessions for institutional clients. To enhance environmental and user safety in FY 2024-25, MOL increased its R&D and capital expenditure allocations. 56% of R&D investments were directed toward technologies to improve product safety and process reliability included the installation of flammability meters & new equipment. 33% of capex investments focused on compiling and analysing data on toxicity, health, environmental impacts.

Customer health, safety and environment guideline provides incident response mechanism that enable us to monitor performance capture environment, safety and health related observations from customers and address risks.

100% of our customers are provided with MSDS (SDS) Farmers, shopkeepers are provided with safe handling leaflets covering safety, health and environmental aspects.

We have shared Product Carbon footprint report with our customers, we engage ourselves with customers by sharing data/metrics that contribute in deciding their actions.

Strengthening Community Grievance and Consumer Trust

Building strong community relations are crucial for sustaining long-term business success, loyal consumer base, particularly in regions where industrial operations directly impact local environment and communities. Establishment of regular dialogue channels with local communities and vital stakeholders to understand their needs and concerns for providing solutions based on that.

Meghmani Organics Limited has established both formal and informal channels to receive and address community grievances. Their plant HR and EHS Heads maintain regular contact with local leaders, including village sarpanch and gram panchayat members, where they can raise their concerns directly through phone calls or in-person meetings. These concerns are promptly addressed with appropriate solutions in coordination with relevant departments. The company is committed to the holistic development of surrounding communities, supporting their social and economic well-being through our Corporate Social Responsibility (CSR) initiatives.

Customer Testimonial – Product Stewardship in Action

Real voices, real results

Farmers endorsing safe and responsible product use

I have been using Meghmani ICONIC on my 40-acre cotton farm in Maharashtra, and the results have been excellent. The spray effectively controlled all major insect infestations, protecting crop health and improving yield. I sincerely thank the Meghmani Organics team for their technical guidance and timely field advice. The product is highly effective, safe to use, and dependable for cotton growers.

— **Mr. Jaykumar Rathod**, Cotton Farmer, Maharashtra

I have been using Meghmani MEGAZEN for on my sugarcane crops. The product is reliable and safe when used as advised. The Meghmani field officer taught us about proper mixing, rinsing containers, avoiding over-spraying, and safety. Such awareness makes a real difference in protecting both our health, crops and the environment.

— **Mr. Suresh**, Multi-cop Farmer-Fatehbad

KPI TILES: FY 2024-25

10,089 Farmers Trained

6 B2B Sessions

ZERO Product Recalls on account of safety/health/ environmental issues

ZERO EHS Complaints

Chemistry of Trust, Transparency, Ethics and Integrity

MOL's ethics architecture is aligned with ISO 37001 (Anti-Bribery) and ISO 27001 (Information Security). Oversight rest with BoD supported by compliance team and audit committee. Through structured governance, continuous training, data security, and transparent grievance systems, Meghmani Organics Limited maintains a 100% corruption-free, transparent, and ethics-driven culture. The plan is to improve ABAC system and policies as per ISO 37001 and to have external alignment with ISO 37001 certification roadmap (FY 2025-26) to raise assurance credibility. For continuous-improvement commitment, e.g., "Internal ABAC maturity review every 3 years with external benchmarking.

Fair Business and Competition Practices

Aligned with the Competition Act (India), MOL ensures a fair, transparent marketplace.

1. MOL's code of conduct and fair business and anti-competitive practice declaration signed by key managers in procurement, sales, and marketing teams.
2. One internal audit conducted.
3. Zero confirmed violations of anti-trust or unfair-trade laws.
4. Introduced formal and structured "Competitive Interaction Guidelines" for trade shows and bidding events.

ETHICS DASHBOARD (FY 2024-25 PERFORMANCE)

Indicator	FY 2024-25 Result	Target FY 2025-26
Employees trained in ABAC (%)	100% (1,725 employees)	Maintain 100%
Supplier ethics screening (%)	100% (186 new suppliers)	Maintain 100%
Whistleblower cases reported	Nil	Nil
Whistleblower cases resolved ≤ 30 days (%)	0	0
Antitrust violations (no.)	0	0
Data breaches reported (no.)	0	0
Ethics awareness reach (%)	98%	100%
Ethics audits conducted (internal) (no.)	1	1

Data Protection and Information Security

The Company is committed to safeguarding business, employee, and customer data through robust data protection and information security measures. Our framework includes compliance with applicable laws, role-based access controls, encryption, and continuous monitoring of systems. Regular training ensures employees uphold secure digital practices, while technology upgrades and incident management protocols maintain business continuity. By integrating data privacy governance into our sustainability objectives, we promote trust, transparency, and accountability across stakeholders. Information integrity is aligned with ISO 27001.

1. **Policy Framework:** Information Security Policy, IT Governance Manual, and Cyber Crisis Management Plan implemented company wide.
2. **Risk Management:** Vulnerability management aligned to Risk Rating (Likelihood × Impact).
3. **Training & Awareness: 100%** new employee coverage via online and OR off-line trainings.
4. **Data Protection:** Encryption for all business-critical data; secure VPN for remote access; multi-factor authentication enforced.
5. **Governance Oversight:** Information Security Lead by Chief IT officer (Head – IT) and, reporting to the CMD, Risk & ESG Committee, frequency-as and when needed or serious concern is reported/observed.
6. **100%** employees trained on data handling and cyber-ethics.
7. **One penetration tests** and **one external audit** completed; Zero breaches recorded.

Indicator	Result	Target FY 2025-26
Cyber security Audit Completion-Annual	100%	Maintain 100%
Critical Vulnerabilities Closed	100%	Maintain 100%
Phishing Awareness Coverage	100%	Maintain 100%
Data Breaches Reported	0	0
Security Awareness Sessions Conducted	>25 sessions across sites –Online/ offline/mailers covering all employees	Quarterly online/ offline
Security Operations Uptime	99.9%	≥99.9%
ISO27001 Certification	-	Certified

Chemistry for Responsible Supply Chain

Supply chain sustainability is a key pillar of MOL's responsible business practices. It offers Meghmani Organics a strategic opportunity to strengthen operational resilience and improve long term value creation. The Company has institutionalised a resilient procurement system aligned with ISO 20400, ensuring compliance with ethical sourcing, environmental stewardship, and human rights across its value chain.

As of FY 2024-25, 30% of raw materials were sustainably sourced, reflecting the Company's shift toward a more resilient and environmentally conscious supply chain.

Meghmani Organics to proactively manage upstream ESG risks and secure a more resilient and ethical supply base. By sourcing from suppliers who adhere to environmental and social standards, the company will mitigate future disruptions, reputational damage, and legal liabilities. Covering environment, labour, human rights, and governance. The company also prioritises responsible sourcing, aiming for 100% compliance from critical suppliers with its Supplier Code of Conduct and ESG due diligence by FY 2025-26.

100% targeted active suppliers assessed through supplier assessment, documents, or audits. From the total supplier assessed, 65% certified to ISO 14001, ISO 45001, EcoVadis Bronze+, or Responsible Care.

Quarterly KPIs tracking started for supplier certifications, grievance resolution, emissions reduction, and diversity inclusion.

Assessment Highlights (till March 2025):

76%
Supplier Response rate by Suppliers

68%
Code of Conduct acknowledgments by Suppliers

57%
ESG Questionnaire responses by Suppliers

100%
active new suppliers screened for ethical supply chain and ESG criteria per Supplier Code of Conduct and ISO 20400

Engagement Framework

Meghmani Organics Limited follows a structured and inclusive methodology to identify and engage with its key stakeholder groups. The process begins with an impact and influence assessment, where stakeholders are evaluated based on their potential effect on, and influence over, the company's decisions, operations, and long-term success. Emphasis is placed on stakeholder's integral to core business functions- such as customers, suppliers, employees, investors, regulators, & local communities ensuring their voices are prioritised.

SUPPLIER ENGAGEMENT & TRAINING

The company maintains strong preventive systems, including regulatory compliance checks, data encryption protocols, rigorous quality controls, and active regulatory engagement to ensure uninterrupted and responsible operations. 100% of onsite suppliers and contractors are covered under these training programs including Supplier code of conduct, EHS, safety systems, Legal requirements, human rights, EHS guidelines, pesticide handling, Use of PPE's during pesticide handling.

PARTNERSHIP & CAPACITY BUILDING

To maximise this opportunity, the company conduct regular ESG assessments of suppliers, embed sustainability criteria into procurement contracts, and build long-term partnerships with vendors that demonstrate responsible practices. ESG workshops held across Dahej, Panoli, and Ankleshwar on waste management, OHS, Factories Act and labour laws compliance for suppliers.

Sustainable Procurement - Chemistry of Responsible Sourcing

Sustainable procurement at MOL is a strategic driver for resilience and value creation. Guided by the Code of Conduct, Supplier Code of Conduct, Sustainable Procurement Policy, and supplier ESG assessments, MOL embeds sustainability principles at every sourcing stage. The framework is fully aligned with global standards for environment, labour, human rights, ethics, and responsible procurement.

In FY 2024-25, MOL implemented an ISO 20400–aligned sourcing system with ESG criteria at all procurement stages, targeting 100% of critical suppliers and reaching 65% certification maturity (ISO 14001/45001/RC/EcoVadis ≥Bronze). Sustainably sourced inputs now cover 30% of suppliers. Training included 55 ESG sessions, and a Worker-Voice System engaged 74% of the workforce. Upcoming plans include Scope-3 integration, expanded reporting, and impact tracking—driving responsible, performance-driven procurement from top 50 suppliers.

Collectively, these actions have advanced MOL's sourcing maturity—ensuring that every procurement decision reinforces its Chemistry of Success for Sustainability through responsible, transparent, and performance-driven partnerships.

In FY 2025–26

MOL aims to obtain **ISO20400 Certification**

FY 2024-25 Performance Highlights

Performance Area	Indicator/Metric	FY 2024-25 Performance	Target FY 2025-26	Alignment
Sustainable Inputs	Raw materials sustainably sourced (% of total targeted active suppliers)	30%	40%	GRI 308-1
Supplier Coverage	Suppliers assessed via ESG-SAQ of active Top 100 numbers in 24-25	100%	Top 200	As per ISO 20400
Response Rate	SAQ response rate (% of suppliers contacted) 105/184 suppliers	57%	≥ 80%	GRI 308-2/ 414-2
Supplier Certifications	From top 100- Active Suppliers certified to ISO 14001/45001/RC/EcoVadis ≥ Bronze	65%	≥ 70%	ISO 20400
Code of Conduct Adherence to Rev #02	Suppliers acknowledging CoC Rev #02, 100% onsite and Top 100 for material suppliers. 125 suppliers signed COC	100% of by targeted suppliers	Maintain 100%	GRI 414-1
TRG for buyer competency buildings 100% coverage	Procurement team trained on ESG integration in procurement	100% of buyers trained	Maintain 100%	ISO 20400
On-Site Supplier Training 100% coverage	Suppliers trained in EHS, legal & human-rights standards	82%	100%	ISO20400
Workers' Voice System 100 workers and employees	Internal stakeholder feedback coverage from 100 workers and employees.	74%	100%	ISO 20400
Whistle-Blower Cases in Supply Chain	Number reported & resolved	0	0	BRSR
Annual procurement report as per ISO20400	Prepare and release formal internal procurement report	Complied	Maintain compliance	ISO 20400

Supplier Engagement & Capacity Building

MOL's supplier-development model promotes partnerships built on trust and transparency.

76%
of targeted suppliers actively participated in **ESG dialogues**

Conducted 3 ESG workshops
across **Dahej, Panoli,** and **Ankleshwar** focused on **waste management, OHS, and Factories Act compliance social aspects**

55
training sessions conducted covering **Supplier Code of Conduct, EHS, and Responsible Care principles**

Audit system launched
for supplier **SAQ tracking, document uploads,** and **corrective action status**

Suppliers ESG risk categorisation

86% Low risk
0% High risk
14% Medium risk

Suppliers categories by business impacts

8% Stategic
21% Essential
9% Critical
61% Routine

Chemistry of Creating Impact for Community

Our CSR initiatives focus on inclusive, sustainable development in rural empowerment, environment, education, healthcare, and safety. Anchored by Meghmani Foundation and aligned with the Companies Act, 2013, our programs build trust, uplift underserved communities, and create long-term social value.

CSR Focus Areas (FY 2024-25)

Environmental Stewardship

Initiatives

Tree Plantation, Recycling, Wind-Solar Hybrid

Progress

Plantation drives, water conservation, renewable energy project

Impact

Improved environment, reduced emissions

A coastal biodiversity initiative covering 38 hectares of new mangrove plantations has been initiated near Kantiyajal, strengthening shoreline protection and enhancing marine ecosystem.

Education Support

Initiatives

Book Distribution, School Infrastructure

Progress

Material distribution, school upgrades, hostel support

Impact

Better learning access, lower dropout rates

Meghmani Pariwar Primary and Higher Secondary School

425 Boys | **361** Girls | **786** Total students

Education upliftment to rural students 3,000 benefited through Sardardham, Kelvani Dham and Umiya Nursing college.

Rural Development

Initiatives

Health, Education, Women Empowerment

Progress

Medical camps, awareness drives, skill workshops, education infrastructure support

Impact

Strengthened rural healthcare and education, empowered women

Sustainable Agriculture

Initiatives

Farmer Outreach

Progress

Safe pesticide use, PPE training, chemical disposal workshops for 10,000+ farmers

Impact

Promoted safe farming for small farmers

Grievance Redressal

Initiatives

Community Dialogue

Progress

Regular HR/EHS-village leader interactions, grievance cell participation

Impact

Built transparent engagement channels

Two village meetings organised and around 60 villagers took part

Noteworthy CSR Endeavours

My Livable Bharuch

₹25 lakh support for **29.63** km beautification of roads/flyovers.

Rural Education

Support to Karnavati School, Shree Swaminarayan High School for infrastructure and retention.

Kosamdi Playground

Built modern playground for **100+** children.

Pustak Parab (Ankleshwar)

Enriched **100+** families via employee-led book borrowing.

Civil Services Coaching (Sardar Dham)

₹25.25 lakh contribution, supported **579** aspirants and benefiting **3,500+** youth.

Kalpana Foundation

₹1.4 crore in scholarships/tools, benefiting **1,000+** children of low-income employees.

Beautifying Public Spaces

Funding city and cultural beautification projects, inspiring civic pride and sustainability dialogue transforming public spaces into cleaner, greener, and more welcoming environments.

26.00 Lac donated to P.J Chedda science school. New infrastructure focus is on safety, digital learning, rain water harvesting, digital boards (advanced school). This is aligned with SDG 4 and 10.

Community Awareness & Safety Outreach

Aligned with Responsible Care® CAER Code, MOL conducted structured safety and awareness sessions across Vav, Detral, Kosamba, Dahej, Jolva, Vadadla, and other villages.

Case Study

Meghmani Organics Limited's (MOL) Community Health and Blood Donation Drive is a flagship corporate social responsibility (CSR) initiative dedicated to improving healthcare access and outcomes in rural Gujarat. In 2024, MOL held its 18th annual drive, demonstrating a longstanding commitment to social well-being grounded in company values and recognised by state leadership.

Programs covered

- Chemical/natural disaster preparedness
- Home/school/electrical/fire safety
- **Personal hygiene and emergency protocols, Materials**
  Safety pamphlets/visual aids
- Vernacular material distribution (Gujarati) with interactive demos

5+ Villages covered

250+ Participants

Overview of MOL's 2024 Health Drive

MOL organises its Community Health and Blood Donation Camp annually in December, primarily at Village Mandal, Viramgam, Ahmedabad, and extends its reach to nearby **30+ villages**. The drive is a collaborative effort initiated by Founder Chairperson Shri Jayantibhai Patel involving highly qualified medical professionals from various specialisations, such as cardiology, neurology, ENT, ophthalmology, paediatrics, and gynaecology. Services provided include:

- Free health check-ups for residents
- Medical consultations and preliminary diagnoses
- Distribution of essential medicines at no cost
- Specialist referrals and follow-up care for detected concerns
- Blood donation managed by professional teams, often partnering with the Red Cross Society
- Blood Donation and Emergency Preparedness

In 2023 and 2024, a total of 3,908 and 3,255 individuals had their lives touched and strengthened through MOL's blood donation drives and donor health screenings. 7,163 community members engaged in these two years. End-to-end logistics are coordinated to maximise donor comfort, collection efficiency, and safe storage of blood units for emergency needs.

GRI Index

GRI Standard	Disclosure	Section in Report	Page Number
GRI 2: General Disclosures 2021	2-1 Organisational details	About the Report	2
	2-2 Entities included in the organisation's sustainability reporting	About the Report	2
	2-3 Reporting period, frequency and contact point	About the Report	2
	2-4 Restatements of information	About the Report	2
	2-5 External assurance	About the Report	2
	2-6 Activities, value chain and other business relationships	Getting to Know Meghmani Organics Limited	10-11
	2-7 Employees	Chemistry of Social Sustainability	56
	2-8 Workers who are not employees	Chemistry of Social Sustainability	56
	2-9 Governance structure and composition	Chemistry of Corporate Governance	32
	2-10 Nomination and selection of the highest governance body	Governance Framework: Board of Directors and Committees	33
	2-11 Chair of the highest governance body	Governance Framework: Board of Directors and Committees	34-35
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Framework: Board of Directors and Committees	34-35
	2-13 Delegation of responsibility for managing impacts	Governance Framework: Board of Directors and Committees	34-35

GRI Standard	Disclosure	Section in Report	Page Number
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Governance Framework: Board of Directors and Committees	34-35
	2-15 Conflicts of interest	Risk Management Framework	38
	2-16 Communication of critical concerns	Chemistry of Corporate Governance	36
	2-17 Collective knowledge of the highest governance body	Governance Framework: Board of Directors and Committees	34-35
	2-18 Evaluation of the performance of the highest governance body	Governance Framework: Board of Directors and Committees	34-35
	2-19 Remuneration policies	Governance Framework: Board of Directors and Committees	33
	2-20 Process to determine remuneration	Governance Framework: Board of Directors and Committees	33
	2-21 Annual total compensation ratio	Governance Framework: Board of Directors and Committees	33
	2-22 Statement on sustainable development strategy	Message from the Leadership	5
	2-23 Policy commitments	Policy Framework for Ethical Business Conduct, Environment compliance and performance, Policy Under Social Sustainability Framework	38, 41-42, 58
	2-24 Embedding policy commitments	Policy Framework for Ethical Business Conduct, Environment compliance and performance, Policy Under Social Sustainability Framework	38, 41-42, 58

GRI Standard	Disclosure	Section in Report	Page Number
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Risk Management Framework	37
	2-26 Mechanisms for seeking advice and raising concerns	Risk Management Framework	37
	2-27 Compliance with laws and regulations	Chemistry of Trust, Transparency, Ethics and Integrity	72
	2-28 Membership associations	Getting to Know Meghmani Organics Limited	13
	2-29 Approach to stakeholder engagement	Bonding with Stakeholders	20-21
	2-30 Collective bargaining agreements	Chemistry of Social Sustainability	58, 64
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	22
	3-2 List of material topics	Materiality Assessment	23
	3-3 Management of material topics	Materiality Assessment	24-31
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Policy Framework for Ethical Bussiness Conduct	36
	205-2 Communication and training about anti-corruption policies and procedures	Policy Framework for Ethical Bussiness Conduct	36
	205-3 Confirmed incidents of corruption and actions taken	Policy Framework for Ethical Bussiness Conduct	36
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chemistry of Corporate Governance, Chemistry of Trust, Transparency, Ethics and Integrity	39, 72
GRI 301: Materials 2016	301-2 Recycled input materials used	Broader ESG Goals and Achievements at MOL	9

GRI Standard	Disclosure	Section in Report	Page Number
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Energy consumption and Emission Management	44-46
	302-2 Energy consumption outside of the organisation	Energy consumption and Emission Management	46
	302-3 Energy intensity	Energy consumption and Emission Management	46
	302-4 Reduction of energy consumption	Energy consumption and Emission Management	44
	302-5 Reductions in energy requirements of products and services	Energy consumption and Emission Management	44
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Consumption and Conservation	48
	303-2 Management of water discharge-related impacts	Water Consumption and Conservation	48
	303-3 Water withdrawal	Water Consumption and Conservation	48
	303-4 Water discharge	Water Consumption and Conservation	48
	303-5 Water consumption	Water Consumption and Conservation	48
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Land Use Management	52
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity and Land Use Management	52
	304-3 Habitats protected or restored	Biodiversity and Land Use Management	52
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity and Land Use Management	52

GRI Standard	Disclosure	Section in Report	Page Number
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy consumption and Emission Management	46
	305-2 Energy indirect (Scope 2) GHG emissions	Energy consumption and Emission Management	46
	305-3 Other indirect (Scope 3) GHG emissions	Energy consumption and Emission Management	46
	305-4 GHG emissions intensity	Energy consumption and Emission Management	46
	305-5 Reduction of GHG emissions	Energy consumption and Emission Management	46
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Continuous Air Emission monitoring	47
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Generation and Circular Economy	49
	306-2 Management of significant waste-related impacts	Waste Generation and Circular Economy	49
	306-3 Waste generated	Waste Generation and Circular Economy	49-51
	306-4 Waste diverted from disposal	Waste Generation and Circular Economy	51
	306-5 Waste directed to disposal	Waste Generation and Circular Economy	51
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Chemistry for Responsible Supply Chain	74-75
	308-2 Negative environmental impacts in the supply chain and actions taken	Chemistry for Responsible Supply Chain	74-75
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Chemistry of Social Sustainability	56
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chemistry of Social Sustainability	59

GRI Standard	Disclosure	Section in Report	Page Number
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety excellence	66-67
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety excellence	66
	403-3 Occupational health services	Occupational health and safety excellence	66-67
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety excellence	67
	403-5 Worker training on occupational health and safety	Occupational health and safety excellence	67
	403-6 Promotion of worker health	Occupational health and safety excellence	67
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety excellence	67
	403-9 Work-related injuries	Occupational health and safety excellence	66
	403-10 Work-related ill health	Occupational health and safety excellence	66
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training and Development	61
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training and Development	62
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Training and Development	62-65
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Working Conditions, Employee well-being and Work life balance	59
	405-2 Ratio of basic salary and remuneration of women to men	Working Conditions, Employee well-being and Work life balance	59
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Chemistry of Corporate Governance	36

GRI Standard	Disclosure	Section in Report	Page Number
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labour Practices: A Core Commitment	64
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labour Practices: A Core Commitment	64
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labour Practices: A Core Commitment	64
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Chemistry of Creating Impact for Community	78-79
	413-2 Operations with significant actual and potential negative impacts on local communities	Chemistry of Creating Impact for Community	78-79
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Chemistry for Responsible Supply Chain	74-75
	414-2 Negative social impacts in the supply chain and actions taken	Chemistry for Responsible Supply Chain	74-75
GRI 415: Public Policy 2016	415-1 Political contributions	Chemistry of Social Sustainability	56
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Customer Health, Safety and Environment	70
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Chemistry of Social Sustainability	56
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Protection and Information Security	73

KPIs

Base year 24-25

Indicator	KPI	Definition	Unit	FY 25-26 Target	FY 26-27 Target	FY 27-28 Target	FY 28-29 Target	FY 29-30 Target
Emissions	Reduce Scope 1 Emissions by 10% by FY 29-30 compared to base year 24-25	Direct greenhouse gas emissions from fuel combustion (e.g., diesel, coal, furnace oil)	%	2.00%	4.00%	6.00%	8.00%	10.00%
Emissions	Reduce Scope 2 Emissions by 12% by FY 29-30 compared to base year 24-25	Indirect GHG emissions from purchased electricity	%	2.40%	4.80%	7.20%	9.60%	12.00%
Emissions	Calculation of purchased goods and services emission from vendor specific data	Calculate the scope3 category 1 data with suppler specific emission factors	%	1%	2%	5%	10%	15%
Emissions	Reduce Scope 3 Emissions by 15% from Mapped Categories by FY 2040 compared to base year 2024-25	Emission reductions in identified Scope 3 sources like logistics, packaging, business travel, etc. based on FY 24-25 mapped baseline	%	1%	2%	3%	4%	5%
Water	Reduction of water consumption by 5% across the all location by 2030	Water consumption across the organisation	%	1%	2%	3%	4%	5%

Base year 22-23 Environment

Indicator	KPI	Definition	Unit	FY 22-23 Baseline	FY 23-24	FY 24-25 Plan	FY 24-25 Actual	FY 25-26 Target	FY 26-27 Target	FY 27-28 Target	FY 28-29 Target	FY 29-30 Target
Energy	Achieve 20 lac average energy units Savings/ year via energy saving related initiatives/ Projects	Cumulative energy saved per year through efficiency projects across all sites	kWh/year	28,00,702.00	26,60,662.00	25,00,000.00	25,27,609.00	20,00,000.00	20,00,000.00	20,00,000.00	20,00,000.00	20,00,000.00
Energy	Ensure 100% Sites Conduct Triennial Energy Audits	Completion of mandatory energy audits every 3 years	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Energy	Close 100% Energy Audit Actionables	Closure % of audit recommendations implemented	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Air Emissions	Maintain 100% Stack Emission Compliance.	Compliance of all operational stacks with air emission norms (SPM, NOx, SOx, etc.)	% compliance	100%	100%	100%	100%	100%	100%	100%	100%	100%
Air Emissions	Maintain 100% Stack Monitoring Reports/ Site/Year	Frequency of stack emissions testing per site annually	Reports/site/year	≥3	≥3	≥3	≥3	≥3	≥3	≥3	≥3	≥3
Water	Implement Site-Specific Water Optimisation Projects-initiatives	Number of site-specific water-saving/reuse/ leakage prevention projects implemented annually	Count/site/year	3	4	5	4	≥2/site/year	≥2/site/year	≥2/site/year	≥2/site/year	≥2/site/year
Waste-Water	Maintain Zero Untreated Effluent Discharge Incidents	Ensure that no untreated or non-compliant effluent is discharged to external environment	Count	—	—	0	0	0	0	0	0	0
Waste	Maintain 100% Co-processing of Hazardous process Waste generated	No incinerable waste to landfill site	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Materials	Maintain ≥95% Solvent Recovery Efficiency	% of recovery efficiency of solvents used in processes	%	≥95%	≥95%	≥95%	≥95%	≥95%	≥95%	≥95%	≥95%	≥95%
Materials	Optimisation of Bromine ration kg/kg	Bromine consumption improvement per kg of product generated	Ration	0.225	0.196	0.188	0.185	0.184	0.184	0.183	0.183	0.182
Packaging	Sources 100% recycled Secondary Packaging	% of recyclable/recycled secondary packaging materials	%	-	-	-	-	30%	50%	60%	80%	100%

Base year 22-23 Social

Indicator	KPI	Definition	Unit	FY 22-23 Baseline	FY 23-24	FY 24-25 Plan	FY 24-25 Actual	FY 25-26 Target	FY 26-27 Target	FY 27-28 Target	FY 28-29 Target	FY 29-30 Target
Social - OHS	Achieve Zero Lost Time Injury (LTIFR = 0)	Lost Time Injury Frequency Rate per IS 3786	Per million hours	0.1	0.5	0	0.2	0	0	0	0	0
Social - OHS	Achieve Zero TRIR	Total Recordable Incident Rate	Per million hours	0.3	1.5	0	0.7	0	0	0	0	0
Social - OHS	100% Workforce Covered under OHSMS by FY 25-26 and retain therafter.	Employees + contractors under ISO 45001 or similar system	%	90%	≥90%	≥90%	100%	100%	100%	100%	100%	100%
Social - OHS	Train 100% Employees on Safety SOPs Annually	Annual safety SOP training coverage	%	95%	≥95%	≥95%	100%	100%	100%	100%	100%	100%
OHS & Training	Ensure 100% EHS Induction for All New Joiners	All new employees and workers must undergo structured EHS induction	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Emergency Preparedness	100% Emergency Response Team Members to Complete Annual Training	Practical fire, chemical, rescue training coverage of ERT members	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Safety Governance	Conduct 100% Quarterly Central Safety Committee Meetings	Each site to host central-level safety governance meetings	% of sites	100%	100%	100%	100%	100%	100%	100%	100%	100%
EHS Governance	Conduct Quarterly CMD/ COO EHS (RC+Sustainability) Management Review Meetings	Top leadership review of safety KPIs, systems, and compliance	Count/year	4	4	4	4	4	4	4	4	4
Contractor Safety	Ensure 100% Quarterly EHS Review meetings with Contractors	Contractor EHS reviews covering safety scores, audits, violations	% sites	100%	100%	100%	100%	100%	100%	100%	100%	100%
Process Safety	Ensure 100% Processes Undergo HAZOP, QRA, PSSR Studies	Coverage of all applicable processes under structured risk assessments (HAZOP, QRA, PSSR)	% of processes	100%	100%	100%	100%	100%	100%	100%	100%	100%
Process Safety	Review 100% HAZOP Studies Every 3 Years Across All Sites	Periodic HAZOP reviews to align risk controls with current operating conditions	% compliance	100%	100%	100%	100%	100%	100%	100%	100%	100%

Base year 22-23 Social

Indicator	KPI	Definition	Unit	FY 22-23 Baseline	FY 23-24	FY 24-25 Plan	FY 24-25 Actual	FY 25-26 Target	FY 26-27 Target	FY 27-28 Target	FY 28-29 Target	FY 29-30 Target
OHS – Risk Assessment	Conduct Annual HIRA Review of 100% Manual Activities	Risk assessment of all manual/physical tasks for accident prevention and mitigation	% activities covered	100%	100%	100%	100%	100%	100%	100%	100%	100%
Emergency Preparedness	Conduct ≥2 Mock Drills/ Year at 100% Sites (as per statutory norms)	% of sites conducting minimum 2 mock drills/year (fire, chemical, rescue)	% sites	100%	100%	100%	100%	100%	100%	100%	100%	100%
Health & Well-being	Achieve 100% Periodic Health Checkup for Employees and Workers	Percentage of permanent staff undergoing periodical health checkups	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Health & Well-being	Conduct ≥4 Mental Health Awareness Sessions/year	Count of sessions for mental well-being	Count/year	-	-	-	2	2	3	3	4	4
DEI/Inclusion	Employ Persons with Disabilities (PwD) ≥ 10 across sites	Total count of PwDs employed	Count	-	5	6	7	8	9	10	11	12
Grievance Mechanism	Maintain Zero POSH Cases Unresolved	Count of unresolved POSH complaints	Count	0	0	0	0	0	0	0	0	0
DEI/Inclusion	Conduct awareness sessions/Train 100% employees on POSH/ Human Rights & DEI annually	% of workforce trained on gender, rights, inclusion	%	-	-	100%	100%	100%	100%	100%	100%	100%
Grievance Mechanism	Close ≥95% Employee Grievances within 30 days	% of employee complaints resolved within 30 days	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Business Ethics & Governance	Train 100% Employees on Meghmani's Code of Conduct -ABAC, POSH, Conflict of interest	Annual awareness sessions for all employees on company's ethical expectations, whistleblower mechanism, anti-bribery rules, POSH, and human rights	%	—	—	100%	100%	100%	100%	100%	100%	100%
Business Ethics & Governance	Ensure 100% Annual Declaration for ABAC, Code of Conduct, and Conflict of Interest	All employees to submit annual signed declaration of compliance with ABAC, CoC, and any potential CoI	%	—	—	100%	100%	100%	100%	100%	100%	100%
Contract Labor	PF coverage of contract workers.	% of contract workforce covered under social security schemes	%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Base year 22-23 Social

Indicator	KPI	Definition	Unit	FY 22-23 Baseline	FY 23-24	FY 24-25 Plan	FY 24-25 Actual	FY 25-26 Target	FY 26-27 Target	FY 27-28 Target	FY 28-29 Target	FY 29-30 Target
Training & Development	Achieve ≥20 Training Hours per Employee per Year	Avg number of learning hours per employee	Hours	15	19.33	20	19.75	20	20	20	20	20
Ethics	Ensure Zero Bribery or Ethical Misconduct Cases	Count of reported internal/ external bribery or integrity issues	Count	0	0	0	0	0	0	0	0	0
Ethics	Complete ABAC Risk Assessments in 100% Departments	% of departments with documented risk review	%	—	—	50%	≥80%	≥90%	100%	100%	100%	100%
Ethics	Audit ≥75% High-Risk Vendors for Bribery Risks	% of high-risk vendors verified	%	—	—	20%	≥20%	≥50%	≥65%	≥70%	≥90%	≥100%
Whistleblower	Maintain 'ZERO' Number of whistleblower incidents (all categries)		Count	0	0	0	0	0	0	0	0	0
Whistleblower	Resolve 100% Whistleblower Cases in 30 Days	Cases closed within legal timelines	%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Base year 22-23 Governance

Indicator	KPI	Definition	Unit	FY 22-23 Baseline	FY 23-24	FY 24-25 Plan	FY 24-25 Actual	FY 25-26 Target	FY 26-27 Target	FY 27-28 Target	FY 28-29 Target	FY 29-30 Target
InfoSec	Zero Cybersecurity/InfoSec Breaches	Reported data/information security incidents	Count	0	0	0	0	0	0	0	0	0
InfoSec	Train 100% Employees on Cybersecurity/ISMS	Training coverage on ISO 27001/ISMS policies	%	NA	≥50%	≥80%	≥90%	100%	100%	100%	100%	100%

Base year 22-23 Governance

Indicator	KPI	Definition	Unit	FY 22-23 Baseline	FY 23-24	FY 24-25 Plan	FY 24-25 Actual	FY 25-26 Target	FY 26-27 Target	FY 27-28 Target	FY 28-29 Target	FY 29-30 Target
InfoSec	Insert Confidentiality Clauses in 100% Vendor Contracts	% of contracts containing data protection clauses	%	–	–	–	≥50%	100%	100%	100%	100%	100%
Procurement	Screen 100% New and old Suppliers via SAQ	ESG screening via Self-Assessment Questionnaire	%	–	–	–	≥5%	80%	100%	100%	100%	100%
Procurement	Train 100% Buyers (Purchase Team) in Code of Conduct & ESG in procurement	Coverage of training for sourcing team	%	–	–	–	100%	100%	100%	100%	100%	100%
Procurement	100% New Suppliers Sign Supplier Code of Conduct	Signed declaration before engagement	%	–	–	–	100%	100%	100%	100%	100%	100%
Procurement	Insert ESG Clauses in 100% onsite Vendor Contracts and offsite suppliers	% contracts with ESG - Sustainability clauses (Labour, env, ethics)	%	–	–	–	100%	100%	100%	100%	100%	100%
Supplier ESG	Train 100% Onsite Vendors/ Contractors in ESG Annually	Onsite service providers to be trained in ESG, safety, labor, environment topics	%	–	–	–	100%	100%	100%	100%	100%	100%
Supplier ESG	Train 100% Low-Scoring SAQ Suppliers	ESG upskilling for suppliers scoring below benchmark in Self Assessment Questionnaire	%	–	–	–	–	≥80%	≥90%	100%	100%	100%
Customer ESG	Close 100% of ESG Audit CAPA Points	% of ESG-related CAPA raised by customers addressed within deadline	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Customer Health & Safety	Conduct Training on Safe product handling and use- Agrochemical+ pigments- for customers, Farmers & Retailers, dealers, logistics etc	Training sessions for safe storage, transportation, handling, mixing, and disposal of pesticides and weedicides	Sessions/year	300	400	500	600	700	800	900	1000	1200
Customer Health & Safety	Increase Number of customers, Farmers & Shopkeepers Trained Annually	Total number of end users trained in product safety and stewardship programs	Persons/year	7000	10000	10000	10089	12000	13000	14000	15000	18000

Base year 22-23 Governance

Indicator	KPI	Definition	Unit	FY 22-23 Baseline	FY 23-24	FY 24-25 Plan	FY 24-25 Actual	FY 25-26 Target	FY 26-27 Target	FY 27-28 Target	FY 28-29 Target	FY 29-30 Target
Sustainability Ratings	Improve EcoVadis Score by 10 Points every year	Improvement in overall EcoVadis score (based on assessment year)	Score	NA	50	≥60	—	75	80	85	90	90
External Recognition	Sustain 100% RC Certification at Agro Sites	Maintain valid RC Logo and certification for all agrochemical business	% sites	0%	100%	100%	100%	100%	100%	100%	100%	100%
Certification	Ensure 100% Sites ISO 14001 Certified	Environmental Management System Certification	%	80%	80%	80%	80%	80%	100%	100%	100%	100%
Certification	Ensure 100% Sites ISO 50001 Certified	Energy Management System Certification	%	0%	≥50%	50%	57%	70%	80%	90%	100%	100%
Certification	Ensure 100% Sites ISO 45001 Certified	Occupational Health & Safety Management System Certification	%	80%	80%	80%	80%	80%	100%	100%	100%	100%
Certification	Achieve ISO 20400 Certification by FY 25-26	Sustainable Procurement Certification	Status	—	—	-	—	Certified	Sustained	Sustained	Sustained	Sustained
Certification	Achieve ISO 37001 Certification by FY 25-26	Anti-Bribery Management System Certification	Status	—	—	-	—	Certified	Sustained	Sustained	Sustained	Sustained
Certification	Achieve ISO 27001 Certification by FY 25-26	Information Security Management System Certification	Status	—	—	-	—	Certified	Sustained	Sustained	Sustained	Sustained
Certification	Achieve ISO 28000 Supply Chain Security Certification by 27-28	Certification for securing logistics and supply chain processes	Status		—	-	—	—	—	Certified	Sustained	Sustained

VINAY & KESHAVA LLP
CHARTERED ACCOUNTANTS

Batgach & AFFILIATES
A NETWORK APPOVED BY ICAI

Independent Practitioner's Limited Assurance Report on Selected KPIs in Meghmani Organics Limited's Sustainability Report and Greenhouse Gas Emission Assessment Report

To the Management of Meghmani Organics Limited

We have undertaken to perform a limited assurance engagement for Meghmani Organics Limited ("the Company") vide our Engagement Letter in respect of the agreed parameters listed below (the "Subject Matter"). These parameters are as included in the "GRI Index" in the Sustainability Report and the Greenhouse Gas Emission Assessment Report (herein after both collectively referred to as "ESG Reports") of the Company for the year ended March 31, 2025.

Management's Responsibility

The management of the company is responsible for the selection, preparation and presentation of the selected Key Performance Indicators ("KPIs") in accordance with Meghmani Organics Limited's reporting criteria as noted in the subject matter below. This responsibility includes the identification of stakeholders and stakeholder requirements, material issues, commitments with respect to sustainability performance and design, implementation and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error. The management of the company is also responsible for determining the appropriateness of the measurement and reporting criteria in view of the intended users of the selected KPIs and for ensuring that those criteria are publicly available to the Report users.

Inherent Limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial indicators allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Greenhouse gas ("GHG") quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emission factors and the values needed to combine emissions of different gases.

Our Independence and Quality Control

We have complied with the independence and all other ethical requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India that is consistent with the requirements of the International Ethics Standards Board of Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

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Our firm applies Standards on Quality Control that are at least as demanding as the provisions of International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibilities

Our responsibility is to express a limited assurance conclusion on the identified selected KPIs based on the procedures we have performed and evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements ("ISAE") 3000 (Revised) *Assurance Engagements other than the Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board. That standard requires that we plan and perform this engagement to obtain limited assurance about whether the selected KPIs are free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of the Company's use of its reporting criteria as the basis of preparation of the selected KPIs, assessing the risks of material misstatement of the selected KPIs whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected KPIs.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes followed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable opinion about whether the selected KPIs have been prepared, in all material respects, in accordance with the Criteria.

Summary of work performed:

Given the circumstances of the engagement, in performing the procedures listed below, we:

- Obtained an understanding of the GHG emissions reported in the GHG Statement, the selected KPIs, and related disclosures in the Sustainability Report.
- Obtained an understanding of the Company's control environment and information systems relevant to both emissions quantification and the management, recording, and reporting of the selected KPIs.
- Made enquiries of the Company's Management, including those responsible for Sustainability, Environment, Social, and Governance (ESG) etc.
- Evaluated whether the Company's methods for developing estimates for GHG emissions and the selected KPIs are appropriate and consistently applied.

VINAY & KESHAVA LLP Bangalore 560 010 Chartered Accountants

- Assessed the completeness of the emissions sources, data collection methods, source data, relevant assumptions, and the design of key systems for the selected KPIs.
- Based on the above understanding and the risks that the ESG Reports may be materially misstated, determine the nature, timing, and extent of further procedures.
- Performed limited substantive testing on a sample basis for the locations covered, to verify that both GHG emissions data and KPI data have been appropriately measured with underlying documents recorded, collated, and reported. This includes assessing records and performing testing, including recalculation of sample data.
- For turnover-based intensity indicators, we rely on the revenue from operations as reported in the published audited financial statements.
- Assessed the level of adherence to GRI Standards 2021 by the Company in preparing the selected KPIs in the Sustainability Report.
- Obtained representations from the Company's Management regarding the accuracy and completeness of the ESG Reports.

Subject Matter / Scope of Assurance

The scope of assurance covers the selected non-financial sustainability disclosures (selected KPIs) based on reference criteria, as mentioned in the following table:

Reporting / Reference Criteria – GRI Standards 2021		
Sl No	**GRI Reference**	**Selected Key Performance Indicator (KPI)**
1	GRI 2-3	Reporting period, frequency & contact point
2	GRI 2-29	Approach to stakeholder engagement
3	GRI 3-1	Process to determine material topics
4	GRI 3-2	List of material topics
5	GRI 3-3	Management of material topics
6	GRI 302-1	Energy consumption within the organisation
7	GRI 302-3	Energy intensity
8	GRI 303-3	Water withdrawal
9	GRI 303-4	Water discharge
10	GRI 303-5	Water consumption
11	GRI 305-1	Direct (Scope 1) GHG emissions
12	GRI 305-2	Energy indirect (Scope 2) GHG emissions
13	GRI 305-3	Other indirect (Scope 3) GHG emissions
14	GRI 305-4	GHG emissions intensity
15	GRI 306-3	Waste generated
16	GRI 306-4	Waste diverted from disposal
17	GRI 306-5	Waste directed to disposal
18	GRI 403-2	Hazard identification, risk assessment and incident investigation
19	GRI 403-9	Work-related injuries including Lost time injury frequency rate (LTIFR)

Reporting Period: Financial Year 2024-25 (from 1st April 2024 to 31st March 2025)

Our limited assurance engagement was with respect to the year ended March 31, 2025, information only and we have not performed any procedures with respect to earlier periods or any other elements included in the ESG Reports and, therefore, do not express any conclusion thereon.

VINAY & KESHAVA LLP Bangalore 560 010 Chartered Accountants

Limitations of our Assurance

The limited assurance scope excludes the following and therefore we do not express a conclusion on the same –

- Data related to the Company's financial performance.
- Data and information outside the defined Reporting Period.
- Testing of the operating effectiveness of management systems and controls.
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim to future intention provided by the company.
- Strategy and other related linkages expressed in the ESG reports.
- Mapping of the ESG reports with Reporting frameworks other than those mentioned in the reporting criteria above.
- Aspects of the ESG reports other than those mentioned in the subject matter above.
- Review of legal compliances.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained and subject to the inherent limitations outlined in this report, nothing has come to our attention that causes us to believe that the selected KPIs as set out in the subject matter paragraph above for the financial year ended 2025 are not prepared, in all material respects, in accordance with the reporting criteria.

Restriction on Use

Our limited assurance report including the conclusion has been prepared and addressed to the Management of Meghmani Organics Limited at the request of the Company. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any other person other than the addressees of our deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our deliverables are shown or into whose hands it may come without our prior consent in writing.

For Vinay and Keshava LLP
Chartered Accountants,
Firm Reg No.:005586S/S-200008

VINAY & KESHAVA LLP Bangalore 560 010 Chartered Accountants

CA Prasanna K S
Partner
Membership No: 232959
UDIN: 25232959OXOURS5011

Place: Bengaluru
Date: 21st Nov 2025

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CHEMISTRY OF SUCCESS AT WORK

Meghmani Organics Limited

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